

The  
**Teamster**



APRIL 1949

**OVER-THE-ROAD  
CHECKING  
CAMPAIGN**  
April 1 to 15  
*Story Inside*






over  
**1-MILLION**

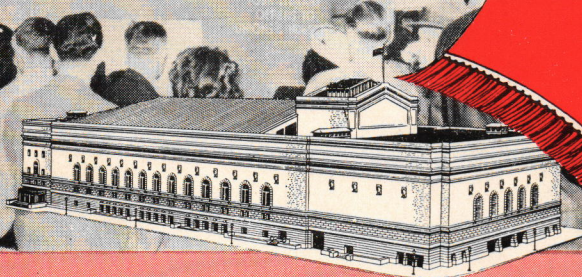
*People*

have seen the



A.F. of L.  
**UNION  
INDUSTRIES  
SHOWS**

at  
MILWAUKEE - ST. LOUIS  
CINCINNATI



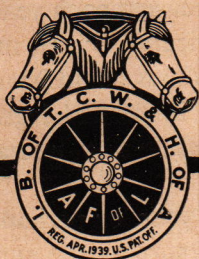
YOU KNOW IT'S GOT TO BE GOOD!

*See the 1949 Show*

CLEVELAND OHIO ★ May 18-19-20-21-22-1949



# The International Teamster



**DANIEL J. TOBIN • Editor**  
**THOMAS E. FLYNN • Assistant Editor**

**Vol. 46**

**APRIL, 1949**

**No. 4**

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## Checking Campaign Needs Your Support

To chart an accurate course, a navigator must first know the position of his ship. Likewise, the mapping of the vast organizing campaign which our great International has undertaken requires careful checking of our position in order that the course of the campaign can be charted accurately.

We are going to accomplish this through the nationwide checking campaign from April 1 through April 15. Not only will this checking of over-the-road drivers clearly define our position from an organizing standpoint, but it also will ferret out any possible laxity of employers in meeting existing contracts.

This is a broad, enterprising program which merits the support of all members.

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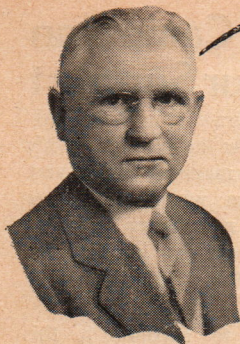
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# Timely Remarks

by DANIEL J. TOBIN

## *A Precious Right*

**I personally believe in socialized medicine, with the understanding that the individuals who desire** will be permitted, under the law, to hire their own doctor, if they so desire, and pay for same. When any one of my children was about to be born, I was mortgaged for six months later to pay the doctor.

England, with its mild form of socialism, is far ahead of the United States for many reasons. It should not be forgotten by the working man that England established unemployment benefits long before Labor in the United States thought it was very necessary in modern life. England now under the mild, modern socialistic form of government, of which Ernest Bevin is one of the leaders—and Ernest Bevin is one of the most progressive men I have met in England—has adopted socialized medicine.

Now when I see medicine and doctors paid by taxation in England by all those who can afford to pay, I see progress. In this country, in a few years, we will follow in the footsteps of England, because any man that has raised a family of four or five children on the wages of the average working man can realize how costly and expensive such conditions are. Many a woman has lost her life because her husband did not have enough money to pay hospital bills. Many a child has gone blind because of the cost of hospitalization and eye glasses. Of course, some of the progressive states have inspection of children's teeth which is a great advancement, but how many states do not have this inspection and how many children lose their teeth because of the cost of dental services?

This whole proceeding of legislation of medical services is inaugurated, instituted and advanced by the labor movement of America. I think it was Senator Bob Wagner who introduced the bill on the request of the labor movement. Of course, the

American Medical Association, almost dictated to by Doctor Fishbein, the editor of its journal, is opposed to socialized medicine.

Under the new law contemplated, all individuals will be free to go to any hospital they can afford and to hire any doctor they desire by paying for same.

In one state alone, we have almost 500 totally-blind people and they are increasing each year. To my mind, and I have the advice of several medical men on this, most of this blindness could have been prevented in the early stages if we had legislation on medical services such as that now under consideration.

The bill won't go over this year, or perhaps next year, but it is coming just as sure as the sun rises in the heavens, and this legislation will help mostly the working people and the poor people as did the Old Age Pension which got rid of the poor houses and the unemployment relief which kept men from being pan-handlers throughout the nation.

Tell the doctor, no matter how good he is, that legislation, in order to save millions yet unborn, is required, and labor in the United States will put it over just as labor did in Britain.

When socialized medicine is a reality, a law of land, there will be less crippled, less deaf and dumb creatures and less blindness in our land. And, young doctors will not have to starve, as many of them have to do now for the first two or three years after being admitted to the right to practice medicine.

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## *Movie to Depict Struggles*

**Upon motion made by Executive Vice-President Beck which was duly seconded and unanimously** carried, the General President was empowered to spend any money necessary without reservation for the purpose of producing a picture which would deal with the whole history of the International Union from its very inception to the present time.

The General President stated that his purpose then in referring to the motion, after its adoption, was to try and emphasize the necessity of such a picture, not for the edification of any present member of the Board, but for the education of the general membership who in many instances do not realize the struggles of the early days of the International Brotherhood of Teamsters and the hardships endured by the men who then participated in the creation of the International, but more especially for the generations to come.



# Congress Gets Stern Reminder

*Member Tells Colleagues of Voters' Mandate As House Opens Hearings on Taft-Hartley Repeal*

AS THE House of Representatives opened public hearings on the administration bill to repeal the Taft-Hartley Act, Congress received a stern reminder from Representative Ray Madden of Indiana that the voters delivered a mandate last November 2.

That mandate, Representative Madden declared, was for an early repeal of the labor-strangling statute shoved on the nation by the 80th Congress.

The Taft-Hartley Act, the Indiana Congressman asserted, was "rammed down our throats" in 1947 at "secret sessions." Mr. Madden, a former member of the House Labor Committee, said the Republican majority of the 80th Congress limited consideration of the important labor legislation to four hours.

His remarks were made during testimony before the House Labor Committee. Asked for comment on the Taft-Hartley Act, Mr. Madden said, "When you study the hidden booby traps in it, you find that it is all bad."

While the House opened its hearing on the administration bill, the Senate was waiting for the Thomas bill to reach the floor of the upper chamber. The Senate Labor Committee already has completed lengthy hearings on the repealer bill and reported the measure without change.

An effective witness during the Senate hearings was William M. Leiserson, a former member of the National Labor Relations Board. Chief weakness of the Taft-Hartley Act, Mr. Leiserson said, is that it

obstructs collective bargaining and starts with the theory that the law can define the details of what is justice between employer and employee in a given situation. He asked for a return to the Wagner Act.

As labor leaders pressed for early action on Taft-Hartley repeal in Congress, the Supreme Court made a ruling of far-reaching significance to organized labor. The high court held that the states are not exceeding their rights when they impose even tougher curbs on union security than those provided in the Taft-Hartley Act.

By a 7 to 2 ruling, the court decided that states are free to regulate union-security agreements as they see fit, except that the states shall not be permitted to "impose a policy inconsistent with national policy."

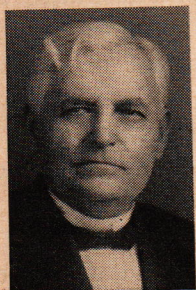
Thus, the trends of the past few weeks made one thing clear to organized labor: It must fight, on a strong united front, against the type of laws which threaten the very existence of organized labor.

## Pioneer of AFL Taken by Death

*Frank Morrison, Long-Time Federation Secretary, Dies at 89; Was One of Early Labor Statesmen*

ONE OF THE great pioneers of the labor movement was taken from the American scene with the death of Frank Morrison. The respected printer and leader of labor died at his Washington, D. C., home at the age of 89.

He served as secretary of the American Federation of Labor for 43 years and watched the organization grow in strength from a membership of 250,000 to its present 7,000,000. He held the post of secretary emeritus of the AFL at the time of his death.



Morrison

Brother Morrison was born in Franktown, Ontario, November 23, 1859, and became an American citizen in Chicago 30 years later. At 22, he was a typesetter on the old Chicago *Record*, where he soon became active in the International Typographical Union.

He gained such widespread recognition as a champion of the working man that he won appointment as AFL secretary in 1896. Among the reforms he advocated were for shorter hours for workers.

In the typographical union, Brother Morrison was recognized as leader of the printers' fight which, during his days of activity, led them from a 59-hour work week at \$18 to a 40-hour week at \$57. After the

40-hour week became a reality, Brother Morrison began the fight for one of 30 hours and, in 1938, predicted such a short work-week would soon be a reality.

He was a leader in labor's struggle against the use of injunctions in labor disputes. This fight, in which he played an active role, resulted in the enactment of the Clayton Act, and, later, in the Norris-La Guardia anti-injunction act.

Many times during his long and distinguished career, Brother Morrison was consulted by Presidents and other high government officials on the shaping of labor policies.

Brother Morrison served as AFL secretary under Samuel Gompers during an era when the federation was seeking to gain a position of influence and respect. He later served for more than 15 years under President William S. Green.

The labor statesman received his law degree from Lake Forest University in 1893.



# Speed Organizing, Tobin Urges

## *'We Have Only Begun Organizing Work,' General President Tells Chicago Meeting*

Mr. Dave Beck, Chairman  
Chicago Organizational Conferences of Several  
Branches of International Brotherhood of Teamsters

Dear Sirs and Brothers:

To my friends, the delegates attending this all important conference, I send you greetings and expressions of good will, hoping and trusting that your gathering will be helpful, as I am sure it will, towards promoting the work for which you have been called together.

The work of this conference should be distinctively devoted towards laying plans for organizing the different branches of our trade which are represented in this conference.

We have only begun the work of organizing; although we have an enormous membership it must be fully realized that unless we really organize within the next few years, the unorganized in the different crafts and departments of this organization, The International Brotherhood of Teamsters, those that are organized now will suffer because of the fact the unorganized workers will pull down wages and destroy the working conditions which we have been successful in improving in recent years.

You will pardon me again if I express this information to you that the political situation for labor does not appear at all to be safe for the men and women who toil for a living throughout our vast productive and extremely wealthy country. The Taft-Hartley Bill is still hanging over our heads and from present appearances and weighing carefully the expressions of President Truman the other night at a dinner, it does not seem to me that the Taft-Hartley Bill will be repealed as was pledged in the

platform of the Democratic National Convention held in Philadelphia in July, 1948.

I have more than once said through the columns of our journal and elsewhere that I have very little confidence in many politicians after they have been elected to office. I have seen platform pledges broken and forgotten on more than one occasion.

The President of the United States in his strong speech to the Jefferson-Jackson celebration dinner in Washington indicated his fear of being double-crossed even by the members of his own party who were elected on a platform which distinctly stated

absolute repeal of the Taft-Hartley Law. At this writing it is feared and very probable that so many amendments will be attached to the bill which contemplates repealing the Taft-Hartley Bill that the bill itself will almost be enacted resulting from the Employers Protective Amendments which will be added in the final enactment of this legislation.

I hope and trust and pray that I am wrong in my analysis but for 40 years I have labored and struggled to free the limbs

of labor from the shackles of dangerous inhuman legislation. For 16 years I have been closely connected with the administration and I am still very close to what is going on both inside and outside the private chambers of the legislative halls of Washington.

My reasons for making those statements now to you in this great conference which you are holding is for the purpose of imploring you, if I may use that word, to concentrate on the promotional work of complete organization of the branches of our trade which you so ably and intelligently represent. If we have a thorough organization even 90 per cent fully organized we can depend on our economic strength to be able to protect the International Union even against the most desperate and



**Daniel J. Tobin**



vicious laws including injunctions which are liable and may be imposed upon us during the coming year.

I know that the representatives attending this conference are highly intelligent and are fully aware of the dangers confronting us.

It is indeed regrettable that the business men of the nation, commonly called capitalists, do not realize that the whole world is going extremely socialistic or communistic and that free enterprise is protected nowhere as it is in the United States and that the trade union movement has helped to create a respect based on justice for free enterprise.

This same condition obtained in England some 20 or 25 years ago and it is pitiful that the business interest of our nation who are now helping to promote anti-labor legislation cannot see the picture in England of 25 years ago and the picture in England today where almost all industries are taken over by governmental tribunals and where private capital and the glory and satisfaction of honest investment has been destroyed. Because the capitalists of England skimmed the cream off the milk and used that cream or surplus earnings for private purposes, there is nothing left in England but a shell and, therefore, the socialistic government of England is practically compelled to take over almost all industry and set aside management by capital in order to protect that country of 44 million from utter dismemberment and starvation.

The trade union movement in England is perhaps the strongest in the world outside of the trade union movement in the United States but even that movement, because of the poverty in England has not been able to establish living conditions for the toilers in any comparable sense with that of the United States.

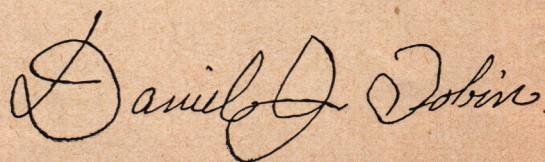
Why do I repeat this statement to you in conference—because I am of the opinion, and you must bear with me in repeating this statement, that if the labor movement is weakened it will be, first, because of the ignorance of the prejudiced capitalists and, secondly, because of the division within the ranks of labor brought about by the ambitions of men who sprung up overnight and who because of their fanciful ideas that they were great men, divided the great masses of the trade union movement, but the Teamsters Union which you represent has stood as solid as the Rock of Gibraltar in fighting not only its enemies amongst the employers but the attempts made by dual or seceding organizations to weaken this great structure which you and

I have helped to build to its present sound, sensible and humanitarian position.

I know that your deliberations when you adjourn will be helpful to the entire movement but especially to the Brotherhood of Teamsters that have honored you and I by selecting us to the responsible positions which we hold. We are the men selected to guide the destinies of our membership and protect our unions in the victories they have won and should we be compelled to recede because of any stagnation in business or in the financial or industrial structure of our nation which can take place and which may happen we will resist with all the power within us any unfair attempt to drive us backward. Our password on that day should be onward and still onward to greater achievements in behalf of the hundreds of thousands whom we represent and in going onward, let me repeat what I said in the beginning of this message, your call to this conference is for laying the foundation of work for organization of the different branches of our jurisdiction which you represent and I do hope and I do believe that your strategy, energy, diplomacy and experience will during your deliberations bring about plans and establish possibilities whereby we can continue to organize the unorganized in the fields of our trade whose problems are under your consideration.

As we started handicapped with trouble and disension and poverty in the beginning of this organization and as we have progressed over the years until we now hold a position of influence and respect, it is my prayer in closing this message that you will continue along that line of battle, never retreating unless you believe it would be the best maneuver in this war of freedom but always looking forward to the rising sun and feeling that at night you have served the people who have entrusted you with the responsibility of representing them. Never get discouraged. Always have confidence in the justice of this cause and with those two principles embedded in your brain you cannot fail, you will not fail and as time goes on your efforts and struggles, your strategy and diplomacy will be written on the tablets of this union's history.

Fraternally yours,



General President.



# *Organization Efforts of International Gain Momentum*



Further steps toward perfecting national trades division organization were taken at the Second Session of the General Organizing Conference of the International Brotherhood of Teamsters held in Chicago March 1-3. This photograph shows a view of the first General Conference of Delegates. The Chicago meeting opened with a general session at which Executive Vice President Dave Beck outlined the plans and goals of the national trades division organizing campaign and closed with a similar conference summarizing

accomplishments of the various sessions. Between the opening and closing meetings individual panels were held at which trade divisions were organized in three different fields and organization work advanced in a fourth. The three new trade divisions organized include the National Dairy Conference, Laundry Trade Division, and Miscellaneous Sales Service Salesmen's National Conference. The National Conference of Brewery and Soft Drink Workers, which was organized a year ago, met in Chicago.



# Form Three More Trade Divisions

**A** LONG STEP forward toward perfecting organizational structure of the International Brotherhood of Teamsters along national trade division lines was taken in Chicago early this month when three new trade divisions were organized and work in a previously formed division was advanced.

More than 800 delegates representing every state in the nation and Hawaii attended the three-day conference in Chicago March 1, 2, and 3. This month's meeting was one of a series called by Executive Vice President Dave Beck under instructions of General President Daniel J. Tobin, to organize 15 trade divisions in the International. Three sessions had already met, in which five trade divisions or national conferences were formed. One more national organizing conference announced by Executive Vice President Beck will be held in Chicago in April to complete the organizing structure of the national trade divisions.

## **Many Accomplishments**

The delegates of the organizing conference in the three-day period:

(1) Organized three national new trade divisions.

(2) Heard message of encouragement and endorsement from General President Tobin.

(3) Pledged full cooperation to the Over-the-Road truck drivers' organizing and checking campaign set for April 1-15.

(4) Applauded news given by Vice President Beck that the General Executive Board had appropriated \$150,000 in matching funds for trade division organization work.

(5) Received visible proof of quick results of national trade organization technique in two dramatic instances: victory in 136-day-old Pacific Fruit & Produce Company strike in Oregon and enroll-

## **More Than 800 Delegates Attend Successful**

### **Chicago Meeting; Two Dramatic Reports**

### **Prove Success of National Trades Division**

ment of more than 10,000 new members of the International in the Warehouse Division in the East within the last 30 days.

(6) Heard addresses from J. Albert Woll, general counsel; Dave Kaplan, statistician for the International in New York; Samuel Byers, president of the Laundry Workers International Union; William McFettridge, president of the Building Service Employees International Union; Ralph Clare, secretary-treasurer, Studio Drivers Local No. 299, Hollywood, Calif., and Vice President Beck.

(7) Heard a progress report from the National Conference of Brewery and Soft Drink Workers, a trade division which was organized a year ago.

(8) Heard reports of organiza-

tion plans and programs of the following newly chartered trade divisions: National Laundry Drivers' Division; National Dairy Conference; and Miscellaneous and Retail Delivery Drivers' Conference.

(9) Took a standing vote unanimously supporting the new trade division organizing program.

(10) Scheduled a final general organizing conference for April to complete the trade division structure.

(11) A special meeting was held which discussed problems incident to wage differentials and discrimination in the moving van and storage transportation industry and made recommendations for immediate remedial action.

In opening the General Conference of Delegates, Executive Vice President Beck outlined progress which has been made to date in organizing national trade divisions and brought special greetings from General President Tobin in a letter which was received with applause by the 800 delegates. It was a message of encouragement to the delegates to advance the work of organizing in all parts of the Teamsters' jurisdiction.

## **Only Beginning**

President Tobin, in his letter, said, "We have only begun the work of organizing; although we have an enormous membership, it must be fully realized that unless we really organize within the next few years, the unorganized in the different crafts and departments of this organization, the International Brotherhood of Teamsters, those who are organized now will suffer



**Executive Vice President Beck opens the Chicago conference.**



## Laundry Trades Division Forms Policy Committee



The Laundry Trades Division Policy Committee which was organized at Chicago during the sessions March 1-3 includes 17 Teamsters from various parts of the country. Above is the Division representatives and below is the Policy Committee. Front row (left to right)—Isaac Litawok, No. 284, Detroit, Mich.; S. J. Juetten, No. 319, St. Paul, Minn.; Jack Wilber, No. 92, Los Angeles, Calif., secretary-treasurer; George L. Knott, No. 712, Chicago, Ill., president; Nathan Hurwitz, No. 168, Boston, Mass., vice president; and Fred J. Brown, No. 925, Rochester, N. Y. Second row (left to right)—A. E. Mueller, No. 360, Milwaukee, Wis.; Jack Page, No. 358, Portland, Oreg.; John Reagan, No. 256, San Francisco, Calif.; V. V. Alenandrof, No. 566, Seattle, Wash.; Glen R. Frank, No. 712, Chicago, Ill.; and Pat Mayner, No. 580, Kansas City, Mo. Back row (left to right)—Bert Cook, No. 580, Cincinnati, Ohio; F. G. Weizenecker, No. 181, Cincinnati, Ohio; W. N. Burnham, No. 131, Minneapolis, Minn.; Richard Onstatt, No. 560, Seattle, Wash.; and William F. Frenger, No. 366, St. Paul, Minn.

because of the fact the unorganized workers will pull down wages and destroy the working conditions which we have been successful in improving in recent years.”

“... My reasons for making these statements now to you in this great conference which you are holding, is for the purpose of imploring you, if I may use the word, to concentrate

on the promotional work of complete organization of the branches of our trade.” (Complete text of President Tobin’s letter appears on page 4).

Vice President Beck told the delegates in the opening general conference that the International is in the mid-point of perfecting the organizational structure of the trade

divisions. Five divisions or conferences had been organized and five would remain to be developed at a future meeting in addition to those being formed at Chicago.

Emphasizing the fact that no compulsory tax would be levied against local unions or joint councils, Brother Beck said that the General Executive Board, at its February meeting, had appropriated \$150,000 in funds to match voluntary contributions already raised for trade division activity.

Striking an optimistic note on organization prospects Brother Beck said that he saw “three or four million” as the membership goal of the International Brotherhood of Teamsters.

“Our work to date on a national basis is producing results and quickly,” said Vice President Beck. “We have taken in over 10,000 members in the last 30 days in the warehouse field in three cities.”

In citing another example of quick results of national organization effectiveness, Brother Beck read a letter to the conference from Joint Council 37, Portland, Oreg., informing the delegates of a great victory over the Pacific Fruit & Produce Company following a 136-day strike.



## National Conference of Brewery and Soft Drink Workers



The letter from Joint Council Representative William G. O'Connell, Portland, said, "I am taking the liberty of advising you at this time that the dispute between nine Teamster Unions in the State of Oregon and the Pacific Fruit & Produce Company was settled under date of February 11, 1949, in a 100 per cent victory for the Union involved.

### Appreciation

"I personally wish to express my own appreciation to you for the machinery which you caused to be set in motion at the Chicago National Trades Divisions meeting late in January, which led to the resolution by that Conference to back up the Oregon Teamsters on a nationwide basis. This local struggle was carried on for a total of 136 days and would have lasted much longer if continued on this same local basis. I definitely feel that this action on your part led to the successful conclusion." (Complete text of letter on page 13).

Making an appeal for unified action in support of mutual organizing efforts, Vice President Beck said, "We have a big job to do. We have the resources, but we must closely examine the problem which faces us. For example, we in the



The Policy Committee of the National Conference of Brewery and Soft Drink Workers held a profitable session during the meetings of the trades divisions held in Chicago March 1-3. One of the first groups to be organized, the Policy Committee now includes the following as shown in the photo. Above is the Conference and below is the Policy Committee. Front row (left to right)—Anthony Filicetta, No. 792, Minneapolis, Minn.; Joseph Q. Quillan, No. 843, Newark, N. J.; William H. Ahern, No. 896, San Francisco, Calif.; and George Cavano, No. 422, Seattle, Wash. Second row (left to right)—Henry E. Brown, No. 152, Cincinnati, Ohio; Charles Harris, No. 133, St. Louis, Mo.; William R. Walsh, No. 449, Buffalo, N. Y.; George Leonard, No. 203, Los Angeles, Calif.; and David Levinger, No. 812, New York City. Members of the Policy Committee not present when photograph was taken include Jack Schlaht, No. 162, Portland, Oreg., and Ray Schoessling, No. 744, Chicago, Ill. Brother Ahern is director of this committee; Brother Quillan, vice-director; and Brother Schoessling, secretary-treasurer.

Teamsters alone much less the rest of the crafts of the American Federation of Labor, represent a tremendous volume of purchasing power. Yet many of us have our private cars—our family cars—filled with gasoline from unorganized service stations; serviced with tires and

tubes and lubricating oil from non-union workers. And many of our people control the purchase of gasoline for their trucks and a great deal of this gasoline comes from non-union service sources.

"I say that literally billions of gallons of gasoline are being poured



## National Dairy Conference Organizes Policy Committee



The Policy Committee of the National Dairy Conference was organized in Chicago, Ill., in the meeting March 1-3. Above is the Conference, and below is the Policy Committee. Front row (left to right)—Eugene R. Hubbard, No. 246, Washington, D. C., vice chairman; Eric G. Ratcliffe, No. 66, Seattle, Wash.; William Franklin, Western Dairy Conference, Seattle, Wash., secretary-treasurer; Gene Larson, No. 471, Minneapolis, Minn., chairman; Thomas Haggerty, No. 753, Chicago, Ill.; and Patrick J. Burke, No. 603, St. Louis, Mo. Second row (left to right)—Ted C. Wills, No. 517, Fresno, Calif.; Dan Deheck, No. 387, Des Moines, Iowa; Thomas O'Leary, No. 584, New York City; W. E. Thompson, No. 316, Syracuse, N. Y.; Joseph Treccotola, No. 607, New York City and Harry Teddis, No. 205, Pittsburgh, Pa. Back row (left to right)—G. A. Poteat, No. 207, Kansas City, Mo.; Arthur Johnson, No. 225, Milwaukee, Wis.; Lawrence McGinley, No. 680, Newark, N. J.; Bronson Gilbert, No. 155, Detroit, Mich.; Matthew Maloney, No. 380, Boston, Mass.; Jack Backus, No. 463, Philadelphia, Pa., and Russell Elmer, No. 336, Cleveland, Ohio. Members of the Policy Committee not in picture are: Mark Whiting, No. 93, Los Angeles, Calif.; Paul Ashcraft, No. 537, Denver, Colo.; William G. O'Connell, Joint Council, No. 37, Portland, Oreg., Frank Baldwin, No. 483, Boise, Idaho, and George Sebestyen, Joint Council No. 71, Phoenix, Ariz. Frank Gillespie, No. 754, Chicago, Ill., is recording secretary.

into autos and trucks which ought to come from Union employees, but do not. We have set up the Automotive Trade Division and expect to organize filling stations, parking lots, and service and supply stores in the automotive field. We want to make the union shop card a real sign of service—of Union service. We want to get into our contracts provisions which will demand that the trucks our people drive be serviced and maintained by members of our International Union.”

“We are not only going to organize in this trade division but in many others which we have discussed and will discuss here. We are going to organize at the grass roots and in every corner of the United States and in Canada, where our jurisdiction extends. But we have to do more. We must have a great national headquarters center at Washington, D. C., where we can set up trade departments to direct and to coordinate the organizational and operating efforts of these 15 trade



## Miscellaneous Sales and Service Salesmen's National Conference



departments to direct and to coordinate the organizational and operating efforts of these 15 trade divisions we are developing. We have to develop avenues and channels of publicity in all media; we have to develop legal, statistical, organizational and publicity services which can inform and educate and enable us to meet the challenge of the changing times."

### Changing Problems

Vice President Beck referred in detail to the changing character of modern industry and said that the International and labor generally is faced with new problems and new challenges every day and the "only way to meet those changes is to organize along national lines so we can face the onslaught of great national business organizations."

Tracing the history and progress of organized labor, Brother Beck said that man reached an important stage in progress when collective bargaining replaced individual bargaining. He said another stage is coming in which we must advance our collective bargaining efforts from a local to a national scale, for



Geographic representation was achieved in the organization of the Policy Committee of the Miscellaneous Sales and Servicemen's National Conference organized in the Chicago Conference March 1-3. Above is the Conference and, below, the Policy Committee. Seated (left to right)—M. R. Dixon, No. 745, Dallas, Tex.; Melvin Humphries, No. 249, Pittsburgh, Pa.; William M. Griffin, No. 353, Seattle, Wash., chairman; William M. Hicks, No. 772, Chicago, Ill., secretary; Edward Donovan, No. 755, Chicago, Ill.; and Jack Goldberger, No. 921, San Francisco, Calif. Standing (left to right)—John T. O'Brien, No. 392, Cleveland, Ohio; Randy Miller, No. 968, Houston, Tex.; Thomas Skelley, No. 820, New York City; Joseph Hope, No. 646, Boston, Mass.; Robert Hawn, No. 638, Minneapolis, Minn.; Roy Sherry, No. 955, Kansas City, Mo.; and Joseph M. Peel, No. 449, Buffalo, N. Y. Members of the Policy Committee not in photograph are Frank J. Matula, No. 399, Los Angeles, Calif.; Ralph Clare, No. 399, Los Angeles, Calif.; Daniel Ryan, No. 435, Denver, Colo.; Patrick Ansboury, No. 89, Louisville, Ky., and H. J. Elmore, No. 859, Atlanta, Ga.

"an injury to one local is an injury to all" in the area of great national corporative operations.

Vice President Beck made a strong appeal for assistance and co-operation of all local unions and joint councils in the organizing and checking campaign for the Over-the-Road truck drivers, April 1-15.

"I ask that every local and every joint council devote its efforts to helping making this drive a success. Instructions in detail are being mailed out to all locals. We are forewarning the employers that we are undertaking this checking campaign—we are warning them more than a month in advance so that they



can know that we mean to enforce our rights. There will be drives in other trade divisions and we know that we can count on the Over-the-Road Conference to help the other divisions in these campaigns."

Discussing ways and means of getting wide distribution of the fruits of science and progress, Vice President Beck said he "opposed socialism in any form" and he referred specifically to medical care and the American Medical Association.

"I am against socialism in medicine," said Mr. Beck, "but I do say to the American Medical Association that it must accept its responsibility. You can't deprive people of medical care without bringing revolution down on your heads. Let us sit down with the doctors and try to find a solution within the dignity and the rights of free men."

Teamsters have found it desirable and necessary to move forward in the welfare field, the speaker said, and he described the insurance program of the Western Conference of Teamsters, whereby 127,000 members are covered.

### **Should Set Example**

"I believe that union labor should set an example in humanitarian welfare programs and I mention our Western Conference set-up as an example of what can be and is being done on a practical day-to-day effort," Brother Beck said.

At the conclusion of his speech, the Western Conference color motion picture, "From Many—One," was shown. This 34-minute film illustrates the work and organization of the Western Conference of Teamsters in the 11 western states, Alaska and Hawaii.

Following the opening session Tuesday morning, March 1, separate sessions were held by the various trade groups to develop their own organization programs. Each of the groups meeting Tuesday and Wednesday and gave its report at the final conference of delegates Thursday, March 3.

Joseph J. Quillan, recording sec-

retary, reported for the National Conference of Brewery and Soft Drink Workers, in behalf of William H. Ahern, director of the division, who had been called out of the city for an organizing meeting involving the division. Brother Quillan reported that the division had been working not only in organization activity, but in fighting unfair legislation on both the state and national levels.

Two specific types of legislation were cited as examples of unfair bills, but involving advertising of beverage products. In one proposal it had been proposed that all advertising of alcoholic beverages be forbidden in interstate commerce. In another, it was proposed to limit outdoor advertising signs which would be larger than the product package itself. Brother Quillan pointed out the absurdity of these proposals but said that the beverage trade division had to be vigilant lest state and national schemes be proposed which would seriously hamper the industry. He also asked for help in fighting unfair state legislation, particularly of the local option variety.

One of the most serious needs of organization in the national field is found in the laundry work, Jack Williams of Los Angeles, reporting

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## **Happy Birthday!**

Once a year a teamster at the Keystone Brass and Rubber Co. in Philadelphia is going to take the day off for no apparent reason. Somebody is sure to ask, "Whaddya think this is—your birthday?"

To which the teamster will reply, "That's right."

Under a unique clause in the contract between the Teamsters and the company, each of the firm's 60 employees will receive a holiday with pay on his birthday.

If the birthday celebrator prefers to work on his anniversary, he can do so—and collect double pay for working on a "holiday."

for the National Laundry Drivers' Division, said. He said that in the laundry local field only 18 charters for separate locals had been granted, with some 500 additional mixed locals having some laundry drivers. Vice President Beck, in commenting on Brother Williams' report, said that the Teamsters do not have more than 7,000 or 8,000 laundry members whereas we should have nearer 75,000, which approximates the number of drivers in the laundry industry. Brother Williams appealed for assistance to advance organizational work in the laundry field. Officers of this division named were: George L. Knott, No. 712, Chicago, Ill., president; Nathan Hurwitz, No. 168, Boston, Mass.; and Jack Wilber, No. 92, Los Angeles, Calif., secretary-treasurer.

A policy committee of 17 members also was named to help stimulate the organization efforts.

### **Dairy Group Reports**

Gene Larson, Minneapolis, named as Chairman of the National Dairy Conference, at a meeting of the trade division, reported for his group. Brother Larson said that the Western Dairy Conference representatives had met with delegates from the Mid-States and East Coast Dairy Workers Conference. The result of this conference was the development of recommendations for a list of officers and roster of members for the policy committee. The recommendations of the joint conference were accepted subsequently by the trade division at its meeting. Officers elected were: Gene Larson, chairman; Eugene Hubbard, Washington, D. C., vice chairman; William Franklin, Seattle, Wash., secretary-treasurer, and Frank Gillespie, Chicago, recording secretary. A policy committee of 21 members was named with general geographic representation—seven from the Western Conference area and the remainder from the rest of the country.

Problems affecting the wage rates and general welfare of van and stor-



age drivers were discussed on March 3 in a special meeting of representatives from the Over-the-Road Trade Division whose locals are concerned with distance hauling of furniture and household goods.

Einar Mohn, international representative from San Francisco, presided, and reports on the recent meeting of an Over-the-Road committee were given by Frank W. Brewster, Local No. 174, Seattle, Wash., and Albert Evans, international organizer, Cleveland, Ohio. Brothers Evans and Brewster discussed the problem of preparing data for the General Executive Board in order to get backing from the International for remedial steps in the van and storage wage situation.

### **Causes Analyzed**

The meeting elicited extended discussion from many members present and it was the consensus that the chief causes of the difficulty in the long hauling situation are:

1. Growth of owner-operator trucking;
2. Signing of local contracts by low wage rate areas locals with a national hauler who then freights into and operates for an extended period in a higher wage rate area to the disadvantage of the latter, and
3. The growth of the rent-it-yourself type of hauling.

While other points were mentioned these were cited as the chief causes of distress to the long haul business from the International Brotherhood of Teamsters' point of view.

In the discussion which took place contributions to the problem and information from various sections were provided by Thomas E. Jones, No. 147, Des Moines; Joseph Schorr, No. 248, New York; Ralph Dixon, No. 745, Dallas, Tex.; Ralph A. Berry, No. 292, Cleveland, Ohio; Chet De Rood, No. 431, Fresno, Calif.; Fred L. Mulich, T. R. Houze and M. E. Dade, No. 193, Indianapolis; J. D. White, No. 238, Cedar Rapids, Iowa; L. C. Oliver, No. 956,

## **National Action Wins Dispute**

Value of unified national support of local unions and joint Councils engaged in contract disputes was emphasized dramatically in the settlement of a controversy between nine Teamster unions and their employer in the state of Oregon.

An agreement was reached in the Oregon dispute February 11 after a National Trades Division Confer-

"DEAR BROTHER BECK:

"I am taking the liberty of advising you at this time that the dispute between nine Teamster Unions in the State of Oregon and the Pacific Fruit and Produce Company was settled under date of February 11, 1949, in a one-hundred-per-cent victory for the Unions involved.

"I personally wish to express my own appreciation to you for the machinery which you caused to be set in motion at the Chicago National Trades Divisions meeting in late January, which led to the resolution by that Conference to back up the Oregon Teamsters on a nation-wide basis. This local struggle was carried on for a total of 136 days and would have lasted much longer if continued on this same local basis. I definitely feel that this action on your part led to the successful conclusion.

"The efforts of Frank Brewster, secretary of the Western Conference of Teamsters, together with the full-fledged backing of the International, brought about the successful settlement, which we be-

lieve shows without the shadow of a doubt that your program of concerted efforts of all Teamster Unions on a national basis is the only successful way to deal with firms which operate on a national or semi-national basis.

The following letter to Executive Vice President Dave Beck from William O'Connell, representative of Joint Council 37, represents a significant testimonial to the wisdom of exercising national unity in successfully solving local and state problems:

"I know each Local Union involved, nine in all, would appreciate it if you would personally extend to the Conference members and to the committee appointed by you, their appreciation of the valuable assistance rendered which led to the successful conclusion of a most difficult local situation.

"We hope that this example will point out to the other Teamster Locals who now, or in the future may have like disputes with national concerns, the value of the weight of the backing of the National Trades Divisions in similar matters.

"Thanking you for your personal interest in the matter, I am,

"Sincerely yours,

"WILLIAM O'CONNELL,  
"Representative, Joint Council  
of Teamsters 37."

Kansas City, Mo.; Merle G. Lehmann, No. 110, Johnstown, Pa.; James Hoffa, No. 299, Detroit, Mich.; George King, No. 70, Oakland, Calif.; Lester D. Muma, No. 711, Chicago, Ill.; John T. O'Brien, No. 392, Cleveland, Ohio; A. J. Ruhl, No. 690, Spokane, Wash.; John Hampshire, No. 414, Fort Wayne, Ind.

Chairman Mohn, following the discussion, recommended that a two-man committee develop a questionnaire for use in collecting data on the van and storage long haul problems. Albert Evans and Dave Kaplan, New York statisticians, were named as the committee to draw up the questionnaire and present it to a meeting which will convene in Washington, April 25.

A meeting of the Over-the-Road Policy Committee had been scheduled for April 25. The chairman named a committee on the van and storage problem to meet with the Policy Committee in developing information and recommendations for action on the various aspects of the problem discussed at the meeting.

### **Committee Named**

Named on the committee were: Arthur Frederick, No. 814, with Joseph Schorr, No. 814, as alternate, both New York City; John T. O'Brien, No. 392, Cleveland, Ohio; Lester D. Muma, No. 711, Chicago, Ill.; James Hoffa, No. 299, Detroit, Mich.; L. C. Oliver, No. 956, Kansas City, Mo.; Frank W. Brewster, No. 174, Seattle, Wash.;



T. R. Houze, No. 193, Indianapolis, Ind., and J. D. White, Cedar Rapids, Mich.

Favorable action was taken unanimously on three motions presented at the meeting:

1. Steps should be taken leading toward establishment of procedure for the negotiation of national agreements covering the long distance hauling of furniture and household goods by motor vans.

2. A thorough study should be made of ways and means of bringing the owner-operator into competitive relationship with other haulers.

3. Ways and means should be developed whereby reasonable wage scales in the larger districts will not be jeopardized by agreements signed by national firms in low-wage areas. The full cooperation of all locals negotiating contracts was asked in this motion.

### **To Advise Locals**

All locals affected by the van and storage problem will be advised of information collected and suggested remedies following the meeting scheduled in Washington April 25, Chairman Mohn advised those attending the session.

A new group which has a multiplicity of problems is the Miscellaneous, Sales Drivers and Retail Delivery Drivers Division. Organized at the Chicago conference, this division elected William Griffin, Local No. 353, Seattle, Wash., chairman, and William M. Hicks, Local No. 772, Chicago, Ill., secretary. In addition to the officers, the division named a 16-man policy committee with four representatives from each of the four sections of the country.

In giving the report of the division to the General Conference of Delegates Brother Griffin pointed out that changing distribution techniques particularly by national food organizations are creating new problems with which members of the International in the Miscellaneous Division will have to cope. As infor-

mation on some of the practices and recommendations on ways and means of meeting them are developed, the division will provide information to members of the various locals affected, the delegates were told.

### **Woll Speaks**

In addition to the reports of the trade divisions given on the final day, the General Conference of Delegates heard addresses from J. Albert Woll, General Counsel of the International Brotherhood of Teamsters; Dave Kaplan, New York, statistician of the International; Samuel Byers, president of the Laundry Workers International Union; William McFettridge, President of the Building Service Employees International Union, and Ralph Clare of the Studio Drivers Local, Los Angeles.

Trade unionists face great obstacles from those unfriendly to labor, Mr. Woll told the delegates both in the national and state field.



**Albert Woll**

"The enemies of labor are powerful and resourceful," Mr. Woll said, "they are unceasing in their efforts to fight the advancement of labor—there are those who would destroy labor and would create dissension within its ranks. That is what happened with the enactment of the Taft-Hartley law. The law was designed for one purpose and one alone, to destroy organized labor, and the trade union movement."

Warning that labor must beware of all forms of restrictive legislation, Mr. Woll blasted the Hobbs Act, which he said was aimed "directly at the heart of the Teamsters' Union." He also cited restrictive legislation by state legislatures, which hamper labor in the exercise of its economic weapons.

The way to fight this restrictive

trend, said the general counsel, is to follow a vigorous and an aggressive campaign of national organization along trade division lines.

Vice President Beck paid a tribute to the work of the Laundry Workers International Union in introducing its president, Samuel Byers.

"We will support to the limit of our resources the organizing efforts of this union, which has a low wage scale, and we are glad to help them better themselves," said Brother Beck.

Mr. Byers praised the cooperation and assistance of Teamsters in organization work and said that in the western states area laundry workers organization was at a high point. He said that in the South he had discovered shameful conditions and in some places with wage scales of 10 cents an hour for a long 10-hour day. Unionization has boosted the minimum to 45 cents, but there still remains much work to be done in the South and elsewhere, he said.

### **End of an Era**

"We have come to the end of 'capitalistic exclusiveness' in this country," Dave Kaplan, statistician for the International told the delegates, in reviewing current economic developments in industry.

"That ended in 1929. We are now living in a 'laboristic economy'—that is one in which labor leaders and labor unions will prove more important than bankers and railway magnates and other industrial leaders in the decisions affecting our national economy. Such a development throws a great responsibility on labor leaders and on the working people. Our leaders have got to be 'economic statesmen' in order to discharge the responsibilities which the times are demanding.

The United States faces great changes, particularly of the technological type, the speaker observed. And in order to meet these changes labor cannot stop growing—labor must expand to meet these changes, for "once we stop expanding we start going down."



Expansion is necessary particularly in the South and in the unorganized areas, Brother Kaplan said and he cited what he called "Gresham's law of labor." This law, he said, citing Gresham's law of money in which bad money drives out of circulation good money, operates in such a way that bad labor conditions drive down the standards of labor progress.

The formula for success in the changing economy for the country will be found only in an expanding economy. He said the economy of restriction of production and of boosting of prices has failed and that the real hope for everyone will be found in the expansion of the economy to his full limits.

With the expanding economy, the speaker said, we are "within sight of" a time in which \$5,000 a year for the average family is a realizable goal.

Citing the importance of labor solidarity, Brother Kaplan called attention to the bakery-drivers' lock-out in the City of New York and said that in that city a \$3 offer was made "with strings attached" as compared to a \$7.50 offer in Chicago and no strings.

### **Brazen Stand**

"The employers told our committee—they were brazen enough to tell us," he said, "that the reason why the Chicago offer was so much more favorable to the drivers was that 'we didn't feel quite so solid in Chicago as we do here.' Imagine that! They didn't dare take such a stand where they felt the union economic strength might overcome them."

At the conclusion of Brother Kaplan's remarks, Vice President Beck discussed the New York situation and advised the employers to sit down and "negotiate a decent settlement."

"I stand ready," said the executive vice president, "to go into New York and call a mass meeting of our International members. We will not let any group of employers press

down on our people. There is no reason to inconvenience the public in the New York situation, but if the employers want a test of strength, they have picked a good time for it and we are ready."

The serious employment situation in the motion picture industry was outlined in remarks made by Ralph Clare, secretary of the Studio and Transportation Drivers Union No. 399, of Hollywood, Calif., who said that Hollywood is "practically a ghost city," so serious is the unemployment situation.

### **Tells of Layoffs**

With the job situation bad, 60 per cent of the Teamster members in the studio union are unemployed. He pointed out that the layoffs affected all the organized workers in the motion picture industry and threatened the life of the industry itself. Production of motion pictures abroad, in England and in other countries, with embargoed or frozen funds, is resulting in building up of foreign motion picture industries at the expense of the American industry.

The studio employes' local official said that both the State Department and the Labor Department should be asked to take immediate steps to impose barriers in this country against foreign products in retaliation for the harm being done to American working people in the U. S. film industry. If they do not take the necessary steps, stronger remedies will have to be sought, Brother Clare said.

He also pointed out that in the television field, where much motion picture film is being used, the industry is being badly hurt by low wage competition. He called for fair wages and fair competition in the television film production work.

An appeal for the use of economic strength by trade unions as made by William McFettridge, president of the Building Service Employees International Union. He praised the organizing campaign of the Teamster and said that he was glad to

see the forward step being taken on a national trade division basis. He said that labor unions "must depend entirely on their own strength and economic position" and "not depend too much on politicians."

In his closing remarks Vice President Beck set forth plans for the final meeting of the trade divisions, which will mark the completion of the organization structure of 15 divisions.

Meetings will be held in Chicago, April 27, 28, and 29, in which the following groups will be invited to send delegates:

1. Cannery, frozen foods, fruit, nut and vegetable dehydrating plant workers;
2. Bakery drivers, salesmen solicitors and checkers;
3. Taxicab drivers, dispatchers, ambulance drivers and chauffeurs;
4. Building material and construction drivers;
5. Municipal, county, state and Federal drivers and helpers.

### **Attacks Communism**

Vice President Beck closed his remarks and the general conference of delegates with a vigorous attack on Communism and a strong defense of the capitalistic system.

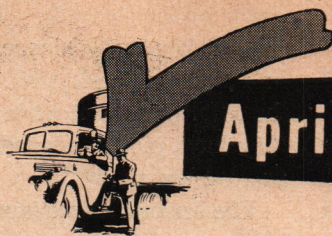
"We want only those people in our Union who are for this Government and this form of government 100 per cent. We have no room for anybody who bears allegiance to a foreign power. And, that goes whether the man is a labor leader, a working man, or a professor.

"We have a fine system under which to live. It's not perfect—there are plenty of shortcomings, but we are all working to help make it better. And it is so much better than any other system that there is no reason in the world why anyone would want to endorse or tolerate any idea of allegiance to some other form of economy. Our International has always been loyal and patriotic—I want it to stay that way, for only in loyalty and honesty can we go forward and achieve the great goals we have set for ourselves."



# Instructions for

# OVER-THE-ROAD CHECKING CAMPAIGN



April 1-15

ONE OF THE most vigorous organizing programs in the history of organized labor will get under way April 1 when your International launches an intensive 15-day campaign to check the status of over-the-road, general trucking and local haul and pick-up drivers.

The vast checking campaign will extend from coast to coast and border to border, with activity touching hamlets and villages and metropolitan areas alike.

Teams of checkers, working at vantage points such as weighing stations, rail terminals, freight docks and warehouses, will ask over-the-road drivers to show their dues book or receipt for dues. All such drivers should be in good standing for the month of March.

Books of drivers in good standing will be properly marked by the checking agent, who will carry official identification credentials at all times.

## Jobs Jeopardized

Drivers not in good standing, who work for a company which has signed a closed or union shop contract, will be informed that their employment has been jeopardized. In such instances, the checking agent will carry out the instructions of his local union or Joint Council with respect to the non-member's continued employment.

Similar nationwide checking campaigns will be conducted later in other crafts of Teamster jurisdiction. Success of the drives depends on the cooperation of all members in every phase of the International's jurisdiction.

Members in warehousing, service stations and other crafts are expected to cooperate in the over-the-road checking campaign. Later, over-the-road members will help in the programs to check other craft members.

## Instructions Issued

Following are instructions which have been issued from the office of General President Daniel J. Tobin to secretaries of all local unions and Joint Councils:

1. Notify all your over-the-road employers immediately.

2. If your Joint Council has not yet held a meeting to make definite plans for carrying on the checking campaign, see that the date for such meeting is set immediately.

3. Every secretary and business representative of every local union in the United States, as well as the organizing personnel of all Joint Councils, will be expected to set aside every possible moment to participate in this checking campaign. This means all local unions, no matter what crafts they cover. At a later date, the over-the-road personnel will help in checking for your local unions.

4. It is the responsibility of your local union, if you have over-the-road and general trucking and transfer employes, to set up the detailed checking plans, such as: where drivers will be checked, at weighing stations, railroad terminals, freight docks, team tracks, warehouses and other key points, so that the checking may be expedited.

5. Of course you know the conditions prevailing in your particular

area with respect to the checking of trucks, and you will be governed accordingly.

6. Notify every over-the-road and general truck driver in your local membership, by mail and through business representatives, shop stewards and other contacts, that they must be in good standing on or before April 1. Impress upon each such driver that any tieup of his truck by reason of his failure to keep in good standing with his local union may jeopardize his employment. Bear this in mind: any employer who is under a legal closed or union shop agreement with your local, violates that agreement if he employs non-members or members not in good standing. When he signed his agreement with your local, he made a solemn and binding commitment to abide by and to respect all of its terms, including the pledge to employ only members of your local in good standing.

7. It is suggested that wherever personnel is available that checking agents work in teams of two.

## Checking Procedure

The following procedure has been recommended for all checking agents participating in the campaign:

Emphasize courtesy in all contacts while engaged in this checking campaign. Courteous approach to the driver and helper will result in better cooperation and understanding. Be certain that every agent or representative engaged in this checking campaign carries identification credentials at all times and that his own dues book is in good order.



Emphasize that agents checking trucks will NOT collect dues. This is extremely important. Drivers must see to it that they are in good standing to avoid possibility of tying up equipment.

Be sure to emphasize this fact to each employer: if he carries out his part of his contract with your local union that every driver employed by him shall be in good standing with your local at all times, his trucks will not be delayed.

### Use Courtesy

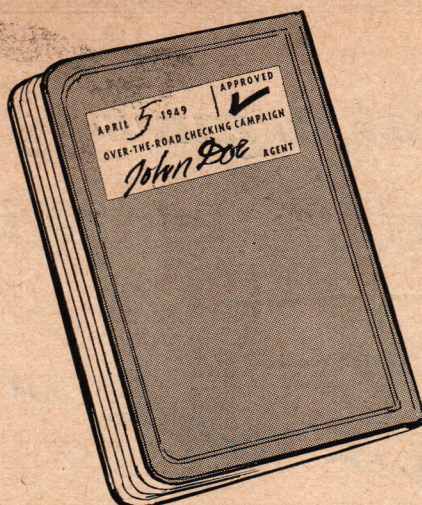
Upon checking trucks ask driver in courteous manner to cooperate by showing his dues book or receipts for dues. Explain that this work is necessary to be certain that no non-union men are working on the equipment, in violation of your agreement with your employers.

It is strongly recommended to each secretary that in all instances where closed shop or union shop agreements are in effect, the responsibility for employing ONLY members in good standing in your local be placed upon the employer; that this fact be stressed in informing such employers of this checking campaign, so that there can be no misunderstanding. Inform such employers that if violations of your agreement on their part results in work stoppages affecting their equipment they will be solely responsible.

Emphasize over and over again to your employers, that there will be no undue delays to equipment because of this checking campaign, provided the employer himself is not violating his agreement with your local union, by continuing to employ drivers not in good standing.

### Examine Dues Books

In contacting each driver, see that his dues book or receipt shows he is paid up and in good standing for the month of March. If his book or receipt show him to be in good standing, paste gummed red-check label on the outside back cover of his dues book or on the back of his March receipt. Write in on such



Gummed label to be pasted on back cover of dues book as shown above.

gummed red-check label, the day the driver is checked and the signature of the checker. These gummed red-check labels herein referred to will be sent from Washington under separate cover to the secretary of each Joint Council.

### Council Action

In the event the driver is found to be in bad standing, or a non-member, the checker will carry out the instructions of your local union or Joint Council with respect to his continued employment.

Secretaries of local unions will obtain supplies of gummed red-check labels from the secretary of their Joint Council. Be sure that these labels are not supplied to anyone except agents checking trucks, and that each such agent understands that these labels must be carefully accounted for.

### Reports Important

White report cards for use of agents checking trucks will be furnished. These cards also will be sent from Washington at the same time to each Joint Council secretary and he will see to it that they are furnished in sufficient quantities to checkers.

Agents checking trucks must fill out these report cards and return them to their local secretaries daily and the secretaries must make certain that they are immediately placed in the hands of the International Organizer in the area. Please keep these report cards clean, and write legibly, as the information they give will be of great value to our organization. Make sure all report cards are returned and that all information asked for on these cards is furnished.

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## They're Organized!

*A stage driver passed o'er a trail one day—  
Past meadow and woodland he took his way.  
His long whip snapped with unerring aim,  
Whether standing or moving, 'twas just the same.*

*A horsefly fell as the snaky lash  
Shot out as sure as the lightning's flash;  
A grasshopper here and a butterfly there  
Fell prey to his aim as they winged the air.*

*A hornet's nest hung on a limb near by,  
But the stage driver passed that carefully by.  
"What's the matter?" his passengers cried, surprised.  
"Why," he answered, "them hornets is organized."*

*The horsefly, the butterfly, the grasshopper, too—  
And their fate is a lesson and warning to you.  
You will flutter and fall with the hoppers and flies,  
Unless, like the hornets, you're organized.*

—Oregon Teamster.

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# *Third General Organizing Conference*

## *Set for April 27, 28, 29 in Chicago*

March 8, 1949.

To the Secretary-Treasurers of all Teamster Local  
Unions and Joint Councils:

DEAR SIR AND BROTHER:

21 E 12 1:30 pm M. 2a  
Patricia House

In compliance with instructions which I have received from General President Daniel J. Tobin, I have scheduled meetings for April 27, 28 and 29 at the Morrison Hotel in Chicago, Illinois, for representatives of all Local Unions interested in the following categories of our jurisdiction:

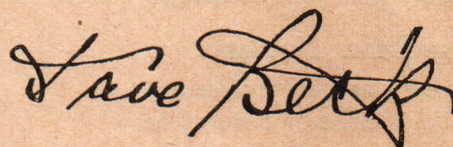
1. Cannery workers, frozen food workers, dried fruit and nut, and vegetable dehydrating plant workers.
2. Bakery drivers, driver-salesmen, solicitors, checkers, and bakery office workers.
3. Taxicab drivers and dispatchers, limousine and ambulance drivers, and chauffeurs.
4. Building materials and construction drivers.
5. Municipal, County, State and Federal Drivers and Helpers.

If you have in your Local Union members who are employed in any of these crafts, or are eligible and are not organized, you are urgently requested to come to Chicago, or send a representative, to participate in these meetings. National Conferences covering each of the above classifications will be formed for the purpose of stepping up our organization work in every part of the continent.

As you doubtless know, similar conferences covering ten broad areas of jurisdiction already have been chartered by our International Union, have held their initial meetings and are functioning. In the last 30 days they have assisted in bringing into our national union more than 10,000 new members, and thereby have strengthened all locals.

I cannot urge you too strongly to take part in this work, for the need for tremendous organization effort in our whole field of endeavor is very grave. Hoping to see you in Chicago at these extremely important meetings, I am

Yours fraternally,



Executive Vice President,  
International Brotherhood of  
Teamsters, Chauffeurs, Warehousemen  
and Helpers of America.

**This letter has been sent to secretaries  
of all Local Unions and Joint Councils.**



# Report of Executive Board Meet

**O**RGANIZER Albert Evans and Frank Brewster appeared before the General Executive Board in behalf of a National Highway Conference. A lengthy discussion was had regarding the situation of organizing and setting up an office under the supervision of the International Union and the committee requested that the International Union subscribe 50 per cent of the expenses of this department.

The General Executive Board unanimously decided that this request be granted.

The next matter to come before the Board was Local Union 259, Newspaper Drivers of Boston. It dealt with the matter of seniority of Daniel R. Falvey. This appeal had been referred under the Constitution to a committee on grievances and appeals. The committee heard the appeal in October, 1948. The special grievance committee appointed in this case recommended that the appeal of Local 259 be denied. The report and recommendation of the special committee was unanimously upheld and adopted by the General Executive Board. Therefore, the appeal was denied.

The appeal of Local Union 771 on a jurisdictional dispute between that local and Local 249 of Pittsburgh was next heard. This dispute was referred to General Organizer Dietrich of that district who investigated the situation and made a report to the office of the General President. This appeal was referred to a special investigating committee composed of three individuals who were not interested and who did not reside in the district.

After hearing the report of the special committee and discussing it at length and further discussing all questions surrounding the entire dis-

## *Session Ponders Many Serious and Important Questions; Numerous Decisions Rendered Holding Deep Significance for International*

by DANIEL J. TOBIN

pute, the General Executive Board unanimously voted that the appeal of Local 771 be denied and that the decision of Organizer Dietrich and the special committee as set forth in the letter of March 4, 1949, be upheld.

The next matter coming before the Board was the request of Anthony "Buck" White to be reinstated as a member of Local 211, Newspaper Drivers of Pittsburgh and Vicinity. The matter was fully discussed and it was brought out that White, for actions unbecoming a member some time ago, had been given a trial by his local union and had been found guilty and the penalty was expulsion. It appears further that White appealed to Joint Council 40 and the decision of the local union was upheld and that later White appealed to the General Executive Board and to the Convention of the International and the action of the local and of the Joint Council was upheld and sustained.

It was decided, therefore, not to approve the request of White.

The General Executive Board next had called to its attention that an appeal to the convention had been received from 38 members of Local 249, General Teamsters of Pittsburgh. Those men appealed from a decision of the General Executive Board made previously and from Joint Council 40. The question of appeal dealt with seniority rights.

The General Executive Board

rendered a decision in February, 1948, one year ago. The unanimous decision of the General Executive Board was that the previous decision of the General Executive Board remain unchanged.

The next matter to come before the Board was an appeal of Local Union 478, Truck Drivers and Chauffeurs of Newark, New Jersey, from the decision of Joint Council 73, refusing the extension of Local 478's charter to include Union County, New Jersey.

The General Executive Board denied the appeal and sustained the action and decision of Joint Council 73. Therefore, the appeal of Local Union 478 from the decision of Joint Council 73 dealing with jurisdiction in Union County was denied.

The next matter coming before the General Executive Board was a request by Paul B. Reynolds for a retrial before the General Executive Board on his case. Organizer Thomas E. Flynn, stated that a letter was received on December 20, 1948, and that the case involved a decision of Local 929 of Philadelphia. This local union had made a decision and the penalty was expulsion of Reynolds from membership in Local 929 on the charges preferred against him.

Charges were that Reynolds was guilty of bringing the local union, its officers and members into disrepute; that he attempted secession from Local 929. The charges were



upheld by the local union and approved by Joint Council 53 in August, 1947. In February, 1948 the General Executive Board sustained both decisions. It was brought out that Reynolds had been given a fair trial by Local 929 and given a just trial and rehearing by the joint council and the General Executive Board. It was the unanimous decision of the Board that the request of Reynolds for a retrial be denied.

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**President Tobin brought to the** attention of the Board the request of the Machinists International Union for a renewal of the joint agreement between the Machinists International and the Teamsters International which prevailed for many years prior to the pulling away or withdrawal of the Machinists Union from the American Federation of Labor.

The subject matter dealt with garage workers coming under the jurisdiction of the Teamsters and also mechanics working in said garages. The General President further stated that for many years both unions worked in close relationship and harmony with each other until the withdrawal of the Machinists, as stated above. A conference was held in Chicago at which some representatives appointed by the International President held meetings with the representatives of the Machinists International Union.

A tentative agreement based on former relationships was agreed to, subject to the approval of the General Executive Board. The General Executive Board did not approve of this joint agreement. Therefore, it is not in effect and the Board delayed action for further considerations and developments. Not the least important of those considerations will be whether or not the Machinists International Union will return to the American Federation of Labor, although it must be understood that the International Brotherhood of Teamsters has the

right to enter into any agreement which it believes to be in the best interest of the general membership of the International Organization.

Negotiations have been started and are now progressing between representatives of the American Federation of Labor and the Machinists International Union on the subject of re-affiliation. At this writing, it is the opinion of the General President that there will be no immediate return of the Machinists to the American Federation of Labor, but it is also his opinion that as the ground is broken now, it will not be too much to expect re-affiliation of the Machinists Union in the near future.

The Teamsters Union in the early years of organization of this branch of trade has been a substantial influence towards placing into the Machinists Union those men who are mechanics working in garages, whom the Teamsters had agreed come under the jurisdiction of the Machinists.

President Tobin further stated that he had requested Executive Vice-President Beck, if in his judgment any further conferences could be helpful, to again enter into discussions and conversations with the representatives of the Machinists International Union.

It might be said in passing that there has obtained between President Tobin and the International Representatives of the Machinists, the strongest and kindest feeling of friendship even though the original joint agreement was discontinued by President Tobin.

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**It was reported by President** Tobin that the jurisdictional dispute for some time past between Locals 185, Hudson and Bergen County, New Jersey; 560 of Hoboken, New Jersey; 617 of Jersey City, New Jersey; and 641 of Jersey City, New Jersey, had been settled. President Tobin was happy to state that after discussions and conferences, this matter was now disposed of satisfactorily to all parties concerned.

The President commended the officers of those unions for their fine spirit of cooperation and for the manner in which they handled this disturbing question and for the intelligence they displayed in each one making some little sacrifice so that the entire problem could be adjusted. He also expressed the desire and necessity for other unions having some slight grievances on jurisdiction to get together and display the same kind of intelligent understanding displayed by the representatives of the above-named unions to the end that our unions will concentrate on fighting our enemies and quit wrangling amongst themselves. The action of the above-named representatives was approved and commended by the unanimous vote of the General Executive Board.

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**General Organizer Flynn called** to the attention of the Board that a letter was received from Local Union 25, Truck Drivers of Boston, which stated that communications had been received from Andrew D'Ambrosio and Pasquale Lorzio asking the local union for reinstatement as members. Some time ago those men were expelled from the local union, after a due trial, and the expulsion was sustained by the joint council and an appeal was made to the General Executive Board and the action of the local union and the joint council was sustained and the appeal was then taken to the Convention in August, 1947, in San Francisco.

The convention appointed a committee to hear the appeal; the committee made its report to the convention, and the convention sustained the action of the local union, the joint council and the General Executive Board. It is, therefore, the decision of the General Executive Board that it not approve the request for reinstatement to membership of the above-named individuals. This information is to be transmitted to the officials of Local Union 25, Boston, Mass. It was further decided by the Board that



notices of the above action be sent to all local unions and General Organizers.

**The next matter coming before** the Board was a jurisdictional dispute between Local 680, Milk Drivers and Dairy Employees of Newark, New Jersey, and Local 676, Truck Drivers and Helpers of Camden, New Jersey, involving Millside dairy.

This matter was referred to a special committee, according to the constitution. The special committee recommended that the men remain in Local 676, Camden, New Jersey. The General Executive Board unanimously adopted the report of the special committee. It is the hope and desire of the International Executive Board that Local 680 will abide by this decision as this matter has been coming before the Board now for a period of over two years.

**The next matter before the Board** was a jurisdictional dispute between Local 680, Milk Drivers and Dairy Employees of Newark, and Local 463, Food Drivers, Salesmen, Dairy & Ice Cream Workers, Philadelphia. The case dealt with the Supplee-Wills-Jones Company. The special grievance committee appointed by the General President to go into all phases of this matter made its report to the General Executive Board.

The report of the special grievance committee was discussed before the Board. A motion was made and seconded not to take any action at this time on the report and recommendation of the grievance committee and that the office of our General Counsel should meet with the attorneys of the company and attempt to bring about an adjustment of the controversy. Action of the Board on the recommendation of the grievance committee is laid over until the next meeting of the Board.

**The next matter to come before** the Board was a jurisdictional dispute

between Local Union 680, Milk Drivers & Dairy Employees, Newark, New Jersey, and Local 676, Truck Drivers & Helpers, Camden, New Jersey, involving Jersey-maid dairies. This matter was referred to the special grievance committee as is the usual procedure for the purpose of having that committee investigate and make a report.

It was decided by the Board to lay over until the next meeting, the report of the committee, and that the legal representatives of the International Union and of the company involved be requested to try to get together and straighten out this affair. Failing to do so, the matter will then be discussed by the General Executive Board and the report of the special grievance committee considered.

**The next matter coming before** the General Executive Board was a request by International Representatives that a charter for a national conference embodying warehouse employees be granted by the International Union.

There appeared before the Board to present this request Edward Hartsough and Joseph Bernstein. (Also Leonard Geiger, Elmer Cole and George Mock.) A motion was regularly made and seconded and it was decided that the request for such a charter be granted and that the charter be issued as soon as the International Representatives return to headquarters. This charter will be issued with the stipulation and qualifications embodying the issuance of all such charters.

**A request was also made by the** same committee for financial assistance in organizing warehouse workers. It was the decision of the Board that if the local unions involved contributed a certain amount of money that the International Union would duplicate the amount by an equal sum.

**A letter was read to the members**

of the General Executive Board which was sent to the General President by Emmett E. Cudahy, Representative of the New England Council of Teamsters, in which attention is called to the fact that a jurisdictional dispute involving Locals 550 and 802 in the New York area, and Locals 145, 443 and 677 in the Connecticut area, received the attention of the General Executive Board at its Miami meeting in February, 1948.

The letter stated that the decision of the General Executive Board indicated the parties were to endeavor to work out a solution among themselves within six months, and further indicated that in the event a solution was not reached in that period, the General President would appoint an arbitrator who would hear the case and issue a decision on behalf of the General Executive Board. According to this letter, no decision was reached and it is, therefore, requested on behalf of Locals 145, 443 and 667 that the General President appoint an arbitrator to issue a final decision after hearing from all interested parties.

After a discussion of the request contained in this letter, it was the unanimous decision of the General Executive Board that President Tobin appoint a committee of three, with instructions that they hold a hearing as soon as possible, affording all interested parties to be present at this hearing, and thereafter submit its report and recommendations which will be considered by the General Executive Board in arriving at a decision in this matter.

**The next matter before the Board** was a complaint by Local 835 of Gary, Indiana, against Local 753, Milk Wagon Drivers of Chicago. President James Kennedy of Local 753, Peter Hoban, Vice-President and Business Agent, and Thomas Haggerty, Secretary-Treasurer of Local 753, appeared before the Board. Russ Jenkins of Local 835 appeared before the Board and also Michael Sawochka represented Joint



Council 11 of Lake County, Indiana.

The case was stated by both sides very intelligently and after hearing the case the General Executive Board decided that in view of the fact that Local 753 was now working under agreement that they could not violate that agreement and if they complied with the request of the Gary Local Union they would be violating that agreement. A new agreement would be under discussion in the very near future and it was recommended by the General Executive Board that both local unions get together during the period of the discussion of the next agreement covering those unions and try to work out some uniformity which would eliminate the present complaint or grievance made by the Gary Local Union. It was decided by the Board that because of certain reasons, especially the fact that a new agreement was to be drawn up in the near future by Local 753, that action be postponed on the complaint of Local 835 of Lake County, Ind., against Local 753 until the next meeting of the General Executive Board.

This was the unanimous action of the General Executive Board and the Board further expressed the hope that the two unions in the milk business would reach a complete understanding as to procedure when the next agreements were under consideration.

**A committee representing van drivers** throughout the country appeared before the General Executive Board. A complaint was made against several of the large van moving companies who haul furniture and other material over long distances and locate their trucks for a long period of time in other districts far away from the original base of operations and during those periods, those companies did not keep within the prevailing rate of wages in the far-away districts although working their men sometimes three and four weeks in said

district. The companies continued the wage scale of the local union with which they had a contract, which local union's wages were lower in many places than the wages prevailing in distances far away.

It was decided by the General Executive Board that a general conference be held of the representatives of the van drivers of the several local unions engaged in this kind of work, usually called van drivers, and that a conference be held in Chicago at the same time, or as near as possible thereto as the Central States Drivers Council and the general office be instructed to send notice of such meeting to all van drivers unions and to all general local unions having van drivers.

The purpose of the meeting is to discuss the phases of the situation for the purpose of then taking up whatever decision is reached in this conference with the employers of large cross-country van owners. Executive Vice-President Dave Beck will act as chairman of this conference.

This was the unanimous decision of the General Executive Board.

**The next matter coming before** the Board was a dispute arising between Local Unions 584, 607 and 602, Milk Wagon Drivers of New York City. This matter arose when the Safeway Stores decided to make a change in the distribution or delivering of milk supplied their several stores.

Parties representing these three local unions were present and presented their case to the Board. It appeared to the Board that the fundamental question involved was jurisdiction between the three local unions who represented almost 16,000 members or better in all three unions. Richard Keber, representing Local 680 of Newark, New Jersey, also was present and made statements to the Board on this question. Also John Manchester of Local 338, Westchester County, New York, stated the position of his local union, which was

interested in this question of the delivery of milk under the new set-up contemplated by this large chain store corporation.

Dave Kaplan made a statement covering the history of the dispute and the present conditions surrounding the question. He seemed to be very well informed on the whole situation dealing with the delivery of milk in and around New York.

The decision was that the delivery of milk from this national chain company would belong to the local union who had jurisdiction over that particular district from which the delivery or loading took over the garages where the milk trucks put up at night when their day's work was over. This is the fundamental rule governing all jurisdictional questions. All local unions have jurisdiction over not where products are distributed but where the barns or garages are and where the trucks put up at night.

It was decided by the Board that there was no power within the International Union to prevent an employer from making certain changes if said employer complies with the rules and working conditions of the local union and that the jurisdiction over Dairymen's League be in Local Union 584.

It was also decided and ordered by the Board that Local 607 and 602 should work as closely as possible in harmony with Local 584 and that all unions should endeavor to find positions for any members of 607 or 602 who may be displaced by the change of operation of said national chain store corporation.

**Local Union 940 of Galveston,** Texas, asked the General Executive Board for financial aid and assistance for 134 members who were endeavoring to preserve their union and who were fighting to maintain their union and establish union conditions with a very large national labor-hating corporation in Texas City, Tex.

It was unanimously decided by



the General Executive Board that financial assistance be granted to this local union for a certain period of time because of the fact that the International Executive Board is convinced that the members of the union are fighting to establish a sound union and whatever money is donated will be donated for organizing as well as relief purposes. From information received, it is the opinion of the General Executive Board that this matter will be adjusted for all parties concerned.

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**James R. Hoffa of Detroit** made a report on the conference between the representatives of the local unions engaged in the Truckaway and Driveaway operations. He stated they had practically reached an agreement meaning a substantial increase in wages for the membership involved. All local unions had practically agreed to go along with the agreement with the exception of one or two unions which believed that they should be allowed to handle their own affairs.

Present before the Board also were several other International Representatives including Henry Burger of Chicago. It was decided that representatives of local unions who desired to go it alone and work out their own agreements be invited to come to the Board meeting and explain their position. A day or two afterwards those representatives appeared and a general discussion took place which resulted in a better understanding all around.

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**A complaint was made against** certain procedures adopted by Local 249, General Teamsters, Chauffeurs and Helpers of Pittsburgh which, in substance, meant that a few men calling themselves representatives of the Local were compelling local union drivers even with full, solid loads to turn over their trucks for unloading to the members of Local 249.

The matter was fully discussed and the activities of Local 249 and Local 229, General Drivers and Helpers of Scranton, Pa., along the

above stated lines were ordered stopped by motion approved by the General Executive Board as it was the opinion of the General Executive Board that the activities referred may be in violation of certain laws and that every step should be taken immediately by the officials of these unions and by the membership itself to bring about a discontinuance of the above referred to activities.

President Tobin then instructed General Counsel Albert Woll to write letters to Local Unions 229 and 249, explaining the law in the above matter and to advise all local unions to be fully sure of the legality of their action before they do anything to stop trucks and interstate traffic or else they may find themselves in trouble with the Federal Government and when they get into trouble the International advises them now that it will then be too late for them to come to the International for advice.

It was further decided that unions that violate the law by stopping trucks, especially trucks driven by union men in interstate traffic, are treading on dangerous ground.

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**Mr. Geiger, representing Local 804, Merchandise Delivery Drivers of New York City,** asked for the sanction of a strike covering 200 warehouse employees. After discussion of the matter for some time and after it had been explained to the Board that all the laws had been complied with and that the corporation involved had taken a position against the procedure of the Union and had refused to enter into an agreement, the Board granted the request of the Local Union.

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**The Board next considered the** question of Local Union 804 for financial assistance in an organizing drive in which it is now engaged. The record of the Local Union and the work it had done within the last few years was thoroughly discussed and it was proven beyond a doubt that great progress had been made by the officers of Local 804.

It was decided that the matter of granting aid or organizing expenses be left to the International officials after further investigation and it was the sense of the Board, from the expressions made, that the Local Union should be favorably considered in their request but it was also decided by the Board, should financial assistance be decided upon by the General President and his associates, that it was within the power of the General President to withdraw said assistance at any time if in his judgment the Local Union was able to carry on without further assistance.

The entire discussion indicated that financial assistance would be granted and that splendid and successful efforts and results had obtained as a result of this work already accomplished by Mr. Geiger and his associates in the organizing of warehouse workers coming under the jurisdiction of the International Union.

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**A letter was read by Brother Thomas Flynn** which was addressed to the members of the Board from a former member named Fred Willis. The letter was dated February 2, 1949. The General President suggested, and the suggestion was approved, that the letter be referred to Brother James Hoffa of Detroit to look into the matter further.

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**A letter was read from Brother Nicholas Gargano, President of Local Union No. 379, Boston, Mass.** The letter requested information as to the manner of procedure and as to Brother Gargano's rights as a candidate. It appeared that Brother Gargano is now President of the Local Union and desires to be a candidate for Business Agent because of a vacancy existing in that position. He desired to know whether or not he could remain as President at the same time and be a candidate for Business Agent.

It was decided by the Board that he is not eligible to run for Business Agent while serving as



President and that he must resign the office of President to be a candidate for Business Agent.

It was decided that the above decision shall not be recognized as the established precedent in similar cases in the future. Any similar cases arising in the future shall be decided on its merits and surroundings.

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**A letter was read from Brother John J. McNamara,** Secretary-Treasurer of Local 808, Railway Express Drivers of New York City pertaining to the matter of an appeal from a decision of Referee Murphy of the Railway Board denying compensation as a result of lack of work in 1947.

After discussing this subject matter it was decided by the Board that a letter be prepared by Attorney Albert Woll, Counsel for the International, explaining that the General President and the Board did not believe they should attempt to advise Brother McNamara in regard to a future appeal from Referee Murphy's decision.

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**The Board next discussed the case** of Local 802, Bakery Drivers of New York City, involving 300 men employed by a certain baking company in New York City. Dave Kaplan explained as well as he, possibly could the entire situation dealing with this subject.

Local 550 asked for the endorsement of a strike involving approximately 1,200 men because of the fact that the employers had refused to continue negotiations.

The Board, by unanimous vote, granted the request of Local 550. The strike at this writing is still on.

Going back to the case of Local 802, it was decided by the Board to look further into the situation, to make inquiries of the Trustee of the Local Union, John C. O'Rourke, appointed by the International President, and to suspend or postpone further action in the case of Local 802 until a further investigation of the entire situation was made.

**The General Executive Board** next referred back to the case of Local 713 of Chicago and Local 557 of Baltimore concerning an agreement drawn up at the Chicago conference pertaining to the fact that all unions in the Haulaway and Driveaway employment act as a unit.

The Board took specific action, advising Local 713 that it was the opinion of the Board that it should carry out the verbal agreement made in the presence of Executive Vice-President Dave Beck and General Secretary-Treasurer John F. English, which was that the local would not engage in any work stoppage until the General Executive Board had an opportunity to go over the entire dispute. It was decided to notify the officers and members of Local 713 to this effect.

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**The General President brought up** the question of the annual remuneration paid to the General Council and stated that before the death of Attorney Padway he was then considering making an increase in the yearly retainer but nothing had been done since that time. On motion duly made and seconded it was adopted unanimously by the Board that this subject matter be left to the discretion of the General President.

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**President Tobin further stated** that many important questions pertaining to the welfare of our Organization were coming up, and would be in the future, before the Interstate Commerce Commission and that it may be necessary to hire a special attorney who specialized in interstate commerce commission laws in order to protect our union from possible adverse decisions made by the Interstate Commerce Commission against our Interstate Commerce drivers.

This matter was fully discussed and gone into in detail with explanation made of the problems confronting us, especially our over-the-road

drivers, and the entire subject matter of special legal assistance including the payment of reasonable fees for legal advice and legal presentation of our case be referred to the General President with full power to act on such matters whenever, in his judgment, he deemed it advisable and necessary for the protection of our membership engaged in employment involving interstate work.

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**Vice-President Beck called to the** attention of the Board that there were several federal labor unions now chartered by the American Federation of Labor who were engaged distinctively in warehouse work, which properly comes under the jurisdiction of the International Brotherhood of Teamsters and which jurisdiction was sanctioned and approved by the American Federation of Labor. Especially, did this condition prevail in New York.

President Tobin emphasized the fact that no federal unions should continue to be affiliated with the American Federation of Labor directly if, at any time, they were claimed as coming under the jurisdiction of an already chartered union of the A. F. of L.

It was decided by the General Executive Board that a committee be appointed by the Board to take this matter up in personal conference with the President and Secretary-Treasurer of the American Federation of Labor and that a letter be sent to President Green and Secretary-Treasurer Meany advising them of the request of the International Brotherhood of Teamsters for the transfer immediately or as soon as possible of the local unions of warehouse workers from the American Federation of Labor Federal Labor Unions to the International Brotherhood of Teamsters.

The further claim was made that those federal local unions were, in many instances, working for a much lower wage scale than was then provided for the Brotherhood of Teamsters for similar work in the



immediate vicinity and that the members of the Teamsters were complaining as to the unfair advantage prevailing in reference to Federal Local Unions working for lower wages.

President Tobin appointed a committee, consisting of Vice-President Beck and Vice-President Crumbock, with Dave Kaplan assisting as an advisor to the committee. This committee will meet as soon as possible, perhaps in Washington, for the purpose of laying the subject matter before the Executive officials of the American Federation of Labor.

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**The next matter coming before** the Board was a telegram from Brother Joseph F. O'Hara, Secretary-Treasurer of Joint Council No. 32, Minneapolis, Minn. This telegram requested that the Board do something to equalize the wages for the same kind of work in St. Paul and Minneapolis. It appears in many local unions in Minneapolis the wages are higher than they are in St. Paul for the same work.

After the Board discussed this question at some length it was decided that Vice-President Brennan be instructed to acquaint the parties in both cities with the necessity of working together as closely as possible to the end that the wages and working conditions for the same kind of work be uniform and to express the Board's view if the wage scales in St. Paul, in any branch of our trade, are lower than those in Minneapolis they should be made uniform. The cities are divided only by a short distance of 10 miles and are in the same state.

The International Union has been successful in making the wages uniform, or almost uniform, in New York City and Jersey City, also in San Francisco and Oakland. It should be understood, however, that Minneapolis locals should not go overboard by insisting upon conditions that would be impossible to obtain.

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**The next matter to come before**

the Board concerned the application of two locals for a charter in the International Teamsters Union. These applications were presented orally and it was stated that these two locals have a membership of approximately 700 men and are located in New Jersey.

When questioned by President Tobin, it was brought out that the matter of charters had not been taken up with the appropriate joint council. It was pointed out by President Tobin that the General Executive Board could not consider the application for charter as, under the Constitution of the International Brotherhood of Teamsters, it was necessary that application for such charters first be made to the joint council in the district. President Tobin then suggested to this representative that if the two locals desired charters, they should first make application to Joint Council 16 for these charters.

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**The next matter to come before** the Board involved an appeal of Anthony Marchello from a decision of Joint Council 26, affirming a decision of Local 100, Cincinnati, Ohio. This appeal had been duly referred by the General Executive Board to a grievance committee appointed by the General President. The Board read, discussed and considered the report and recommendations of this grievance committee.

On motion, duly made and seconded, the report of the grievance committee, insofar as it related to the disposition of the appeal, including the findings contained therein, was unanimously approved and adopted by the General Executive Board, and the Board decided by unanimous vote that the appeal of Anthony Marchello be denied and the decision of Joint Council 26 be sustained.

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**Thomas E. Flynn then read a** letter dated February 2, 1949, sent to President Tobin by Russell Brown, Secretary-Treasurer of Joint Council 83, Richmond, Va. It appeared

that there is a move by a state political organization in Virginia to amend the election laws in 1949 and that this move is designed to retard further the efforts of organized labor.

Because of this, Virginia's Labor League for Political Education has inaugurated a program to defeat these election law changes. The International Brotherhood of Teamsters is urged to join with the Teamsters Joint Council 83 in making a financial contribution to Virginia's Labor League for Political Education. President Tobin pointed out that the International Brotherhood of Teamsters had made very large and generous contributions to the national organization of Labor's League for Political Education for educational purposes which would include attempting to defeat restrictive state anti-labor laws.

The Board, thereupon, authorized President Tobin to send a letter to Joint Council 83, stating that the International Union is making contributions to the national organization of Labor's League for Political Education.

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**A letter dated February 8, 1949,** from the President of Local Union 359, Minneapolis, Minn., was read referring to a request made by Ed Phillips and Sons Co., to use the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers Union insignia on a brand of whiskey which that company proposed to bottle and put on the public market.

After discussion, members of the General Executive Board concluded that it was against the policy of the International Union to permit the use of its name on labels which are to be placed on products of the nature mentioned and instructed Vice-President Brennan to so advise Local Union 359.

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**A letter dated December 28,** 1948, addressed to the General President by Brother Lawrence McGinley, President of Local Union 680, Milk Drivers and Dairy Employees



of Newark, N. J., was read to the Board. The letter states that 350 members of Local 680 are still locked out as a result of a dispute with a certain dairy company and requests financial assistance from the International Union. It appears from this letter that the members of the local union working at the present time, about 300 in number, voted full support to the out-of-work members by raising their dues in order to support them. Dave Kaplan outlined the details surrounding this case.

After consideration of the request of Local 680 it was unanimously decided by the General Executive Board that a donation of \$5,000 be made to Local 680 to be paid at the rate of \$1,000 a week for organizational purposes.

**Vice President Beck moved that** the General President be given complete and full authority to study the subject matter of a motion picture embracing the life and history of this International Union and to do anything toward the production of such a picture that his judgment dictates as a sound policy with complete and full authority to make such a motion picture as he deems is advisable and helpful to this International Union; and, that he be fully empowered to create a committee and to assist him in this matter of making and producing a motion picture in which can be embodied the history of the International Union for the education of our membership and the public.

The motion was made and seconded and carried unanimously.



*Shop*  
**at this SIGN**

## St. Paul Teamster Top Driver

**Brother Martin Larson, Local 975, Is Named  
'Driver of Year' for Rescues and Safety Record**

**T**WO dramatic rescues and over a million miles of accident-free driving won the "Driver of the Year" award for veteran trucker Martin Larson, a member of Local No. 975, St. Paul, Minn.

Brother Larson's latest life-saving feat came in February, 1948. Driving a fuel truck in below-zero weather, he noticed an overturned car in a ditch near Thorp, Wis.

### Rescues Youth

Other motorists had been passing the wrecked vehicle, because snow had covered all traces of its tracks and it appeared the car had been in the ditch for some time. But Brother Larson refused to take a chance and investigated.

He found 18-year-old Ted J. Dickrell, of Stanley, Wis., pinned beneath the wreckage and saved the youth.

The veteran teamster's first rescue was even more dramatic. In 1935, Brother Larson discovered an overturned car in a ditch near Augusta, Wis. That, too, was a bitterly cold night and the wrecked car was afire.

Leaving his truck, Brother Larson found that two men had been thrown clear of the auto, but another was pinned under the machine. He succeeded in releasing the victim from the wreckage, but then discovered that the man's wife was trapped inside.

Defying flames, he pulled the woman to safety, suffering burned hands in his efforts.

Newspapers carried stories about the heroic rescue, but not until 10 years later, in 1935, did the public learn who the rescuer was. After rescuing the wreck victims and obtaining help, Brother Larson had gone on his way.

"I did what anybody else would



**Brother Martin Larson of St. Paul, Minn., will receive many awards for winning the title, "Driver of the Year."**

have done," he said when it came to light that he was the rescuer.

During his 18 years as a driver, Brother Larson piled up 1,135,700 miles without an accident. He formerly was a transport driver for the Indianhead Truck Lines of St. Paul and now serves as a drivers' superintendent.

Brother Larson is the father of five children.

### Trip to Capital

Prizes which he will receive for winning the Driver of the Year contest—sponsored by the American Trucking Associations—include a trip to Washington, D. C., and New York City, a trophy, and many cash and merchandise awards.

In winning the "driver of the year" title, Brother Larson competed against truckers representing 30 states.

Federal Works Administrator Philip B. Fleming was one of the contest judges.

*International*  
APRIL



# Is Trucking Regulation Futile?

WITHIN THE PAST few days "The Commission on Organization of the Executive Branch of the Government" sometimes called "The Hoover Commission" published its report on the Interstate Commerce Commission and attempts to answer its own question "What is wrong with the Federal Transportation Organization?" This is not the first time that such an inquiry has been made by the Federal Government and our hope is that investigations of the nation's transportation apparatus continue throughout the life of the republic.

## ***Motor Carrier Act***

One of the periodic attempts to straighten out the bogged-down condition of our interstate movement of freight resulted in the enactment by Congress of the United States of the Motor Carrier Act of 1935. By this act the Congress charged the Interstate Commerce Commission with the duty, among other things, of establishing and enforcing proper rates and charges of the truckers, the hours of service of the employees, and control of the entrance of new firms into the motor carrier field. The Congress has likewise declared (and vested the Interstate Commerce Commission with the duty of enforcement of) the national transportation policy to "foster sound economic conditions in transportation and among the several carriers; to encourage the establishment and maintenance of reasonable charges for transportation services, without unjust discriminations, undue preferences or advantages, or unfair or destructive competitive practices; and, to encourage fair wages and equitable working conditions." The record just compiled by the Interstate Commerce Commission in its investigation of the "Lease and Interchange of Vehicles by Motor Carriers" dis-

## ***Hoover Commission's Report on Trucking Rules Analyzed; Academic Approach Overlooks Many Fundamental Problems***

by **BURTON K. WHEELER**

Former United States Senator from Montana and the Nation's Foremost Authority on Transportation

closed to all that the purpose and declarations of the Congress have been nullified and that upward of \$100,000,000 which has been spent by the Federal Government to regulate highway freight traffic could have been pushed down the drain and no different condition would be existent in the motor hauling field.

## ***Tough Business***

All students of truck transportation recognize that it is not an easy business to make successful in itself. Freight rates hover, on the one hand, close to the rates charged by rail; and, on the other hand, rates are limited by the cost to a shipper operating his own vehicles. This struggle for existence of the truckers has been promoted by the Interstate Commerce Commission through its method of establishing and regulating freight rates of motor carriers; yet, it is violently in contradiction to one of the commonly accepted fundamental principles of public utility regulation; that is, the rates charged for service are governed by the cost of performing that service.

The unique rate structure employed by the Interstate Commerce Commission in dealing with the trucking industry requires an aggressive vigilance which has been absent to date; this rate structure is ineffectual and paralyzing to the industry if the truck-leasing schemes, as disclosed in the recent

investigation, are permitted to continue. No rate structure, however sound on paper, can survive the ugly disregard of the human limitations of hours of service and the flaunting of safety regulations imperiling the public welfare, as the record of the truck leasing investigation reveals. It is obvious that the operation of a trucking business under these conditions is much more attractive financially to a cunning employer than otherwise, especially since he is able to license, without any Government control, the entrance of a multitude of new truckmen into the industry free from any financial risk to himself. It doesn't take too great a knowledge of business principles to know that the more truckmen brought into the business means more trucks in the activity; and that a certain volume of freight, moving in more trucks than formerly, results in less tonnage per truck mile with a resultant increase in costs and freight rates to the public.

## ***Overlooked***

From the foregoing, it is obvious that rate making, safety requirements, and franchises for newcomers in the industry are all interconnected, and cannot be treated separately. This basic observation was completely ignored by the Hoover Commission in its recent report. It is true that there is no indication that the Interstate Commerce Commission has recognized these conditions; but, whether it be



vested in the Interstate Commerce Commission or any other body, no stability in the trucking industry can be obtained unless all the functions listed above are coordinated by the same authority.

### ***Rails Won't Object***

Certain it is that the railroads and the large financial interests can not object to the Hoover proposal for curing the ills of our transportation system since Hoover's plan promotes the abolition of competition between the rails and the trucks. The destruction of "free enterprise" in this vital segment of our industrial establishment will not be regarded with horror and dismay by the sturdy stalwarts of the capitalistic system, because the absorption of the trucking industry by the rails is not accompanied by the battle of two powerful titans or the intrusion of Government ownership; but is rather the encroachment of the mighty railroad interests into the highway transport field lock, stock, and barrel. Of course, the adoption of the Hoover program for controlling the nation's transportation system is a great step forward in emulating the British plan of government ownership of transport facilities. Yet, the present barrage of newspaper and magazine advertisements sponsored by our champions of "free enterprise" warning the public of the dangers of "soft socialism" will never abuse the Hoover report; because those who benefit by the Hoover Report and the "soft socialism" soap are one and the same.

Another feature which has been totally overlooked by the Hoover Commission, in its academic approach to the solution of the problems of the transportation business, is the totally divergent methods employed in financing the railroads and the trucking industry. If you want to start a railroad, own a railroad, or put a railroad out of business, it can't be done without the consent of "Wall Street." If you want to get into the trucking business, all

you need is the inclination; the current truck-leasing investigation reveals that once you are in the trucking business you need not worry over any rules and regulations which the Interstate Commerce Commission publishes, and that you need fear only the insurance companies. The record shows that the Federal Government doesn't put a trucker out of business for the arrogant and ruthless conduct of his enterprise; the inability to obtain Public Liability and Property Damage Insurance is the dominant factor in forcing most truckers out of business. Facing such circumstances, how would it be possible for any agency of the government to treat the safety requirements of these two major segments of the transportation industry with equality?

### ***Unfair Competition***

One of the principal errors in planning for our whole transportation framework is the assumption that regulation of finances, rates, safety, etc., of both rail and highway operations are at the same level of accomplishment. Nothing is farther from the truth! Admitting for the moment that rail regulation has arrived at some semblance of order and regularity, it is unfair to the railroads to force them to compete with the trucking industry which runs helter-skelter with no bridle whatsoever. The current truck-leasing hearings of the Interstate Commerce Commission have produced ample evidence to show that the industry is running in 1949 with the same freedom from constraint that was prevalent in 1933, before the passage of the Motor Carrier Act.

The substantial freight rate increases granted to the railroads in the past 3 years by the Interstate Commerce Commission have been insufficient to keep the carriers in a sound financial position; the trucks have been continually cutting away the rail volume of freight by resorting to leased-truck operations. As a result, the public pays higher

freight rates, the rails are harrassed financially, the gypsy trucker is exploited, and the holder of a motor carrier certificate or permit from the Interstate Commerce Commission profits at the expense of all, even though he may never own a truck. This condition can be rectified only by the Interstate Commerce Commission; it has had 13 years in which to do it. The longer action is deferred, the more unsound and depressing the total transportation picture will become.

## **Constitution Rules All Union Actions**

Improvement in the state of the working man has come through organization.

Labor organizations' charter of rights are their adopted constitutions. Our Brotherhood has one of the most comprehensive and effective constitutions in the entire labor movement.

The preamble sets forth a great fundamental truth of labor's progress: "... almost every improvement in the condition of the working people was accomplished by the efforts of organized labor . . . the welfare of members of a craft can best be protected and advanced by their united action in one great labor organization."

Our Brotherhood lives and operates by and under our constitution. Like the Constitution of the United States, which protects the rights of citizens, the constitution of our Brotherhood protects the rights of our members.

No member can afford to be without a copy of the constitution. This document setting forth the rights and duties of membership should be in the hands of every Brotherhood member.

The cost is small—only 10 cents—and is no burden to anyone. See your local union's secretary. Order a copy through your local TODAY.

Don't be without the constitution!



# Gypsy Regulation an ICC Duty

EDITOR'S NOTE: (The accompanying article is from an open letter submitted by Michael L. Adley as an exhibit in hearings before the Interstate Commerce Commission. Mr. Adley is one of the nation's foremost truckers and owner of the Adley Express Company, Inc., New Haven, Conn. While space does not permit publication of the entire exhibit, the greater part of the letter is made available for the information of our membership.)

**T**HE MOTOR transportation industry has been under regulation for thirteen years now, and I think it is about time that we who are involved in it begin to look around and determine where we go from here.

The purpose of the regulation was to eliminate "dog eat dog" competition and to stabilize the industry so that it would be of greater benefit to itself and to the shipping and general public.

## **Experience Grows**

Certain practices and conditions, as for example, leasing, were understandable until some experience had been built up. It was natural that a common carrier, having received its certificate, might hesitate to make permanent investment in rolling stock and terminals until, through more experience under regulation, it was able to determine the method and extent of its operations and the volume of growth which it could anticipate from year to year.

I believe that most of us now know where we stand in this respect and where we expect to go. I also believe that most of us are beginning to realize how seriously gypsy operations interfere with the normal, sound growth and development of our business and industry.

## **Noted Trucking Authority Takes Searching Look at Conditions Caused by Gypsies And Asks for Action to Meet a Real Danger**

by **MICHAEL ADLEY**

In this letter I shall talk only about gypsy operations as they affect common carriers of general commodities. Specialized carriers, contract carriers and other interested parties can better speak for themselves.

## **Compares Problems**

At the outset, let me say that responsibility among common carriers must be equal if competition is to be fair. How can this be so with a common carrier whose operations are substantially conducted through trip leases or gypsies? Let's compare the problems and the costs of a bona fide operation with those of a gypsy operator.

First, the gypsy operator has no substantial investment in equipment. He has no personnel problems, and, therefore no personnel screening or training. He has no overtime, no vacations, no interruptions due to labor problems, and no paid holidays. His administrative costs are minor. He has no complicated insurance problems, no unemployment compensation and social security taxes, no accident, sickness and other benefits to provide employees, no vehicle registrations to pay, no maintenance shop to operate and, therefore, no investment in machinery and equipment, as well as mechanics' labor. His cargo loss and damage claims are usually sustained by the gypsy.

The foregoing are the obvious things. There are many unseen costs and headaches which a bona fide operator must meet, from which

a gypsy operator is completely free. It doesn't require a genius to conclude that the gypsy operator holds a totally unfair and unequal advantage over the legitimate operator.

On all sides we are constantly reminded about the bad accident record of motor carriers. Our insurance rates are based on the experience of all the trucks on the highway. Nobody seems to have taken the trouble to break down the experience as between the owner-operators and the fleet operators who own and maintain their equipment.

Perhaps the Interstate Commerce Commission has these records or can make them available, but they have never been published. Until those records are produced, we have to rely on ordinary common sense to determine who makes the contribution to the record of accidents on the highway.

## **Gypsies Exploited**

In the hearing in Washington so far, certain witnesses have already testified that owner-operators take better care of their vehicles than fleet operators since they are more directly interested in their own vehicles. This is a mere matter of opinion. I believe that it is not so and that the Commission can prove it is not so from its records.

We know that gypsies are exploited. They are compelled to keep their equipment running regardless of condition. They must run excessive hours with excessive loads. Even if they know their



equipment needs attention they do not have the time to take care of it.

And, more important, an owner-operator can't bring his vehicle to the well equipped maintenance shops, with specialized mechanics, which fleet operators maintain. Fleet operators have experienced personnel, constant inspection, close supervision, and a great self-interest in keeping the equipment in first class condition.

### **Check by Union**

In addition to this, every fleet operator whose drivers belong to a Union has another check on the condition of his equipment. There is no Union contract that does not contain a clause giving the employee the right to refuse to work on a vehicle which is defective in condition or equipment. Beside this clause there is another which forbids a driver to operate at an excessive speed schedule, or without sufficient rest, or in violation of law or ordinance.

Compare this protection against the unrestrained, uncontrolled freedom of conduct of an owner-operator. Until statistics are available, I don't think any reasonable person will conclude that a gypsy takes better care of his vehicle than a fleet operator with a fully equipped maintenance shop.

However, in the public eye the gypsy operator is enjoying the benefit of the record of dependable service and safe driving, which legitimate operators have been trying to build up because, generally speaking, the public makes no distinction between the two types of operations.

### **Gypsies Win**

Now, getting back to a further measure of the inequality of competition, let's see how it is aggravated and multiplied when the compensation to a gypsy is based on the percentage of the revenue which accrues to the holder of the operating authority. How can the gypsy operator lose? This is bad. But to make it worse, who gets the

best paying freight? The full loads? The gypsy operators.

Who is called to handle the miscellaneous freight? The legitimate operator is left with the expensive miscellaneous freight to handle. The gypsy operator gets the cream. The crumbs are left for the bona fide operator who is sweating to build up the reputation and standing of motor transportation.

In addition to the advantage the gypsy operator has by paying the gypsy a percentage of the net revenue, which is bad enough, the next thing that happens to the legitimate operator is that rates are cut to promote return loads for the gypsies.

Normal rate structures are shot to pieces because a gypsy operator can reduce rates below the level compensatory to the legitimate operator. The reduction in gross revenue can make no difference to him. He always gets his share.

But such rates are below the operating costs of the carrier who owns his own equipment, hires his own help, and has the manifold problems and expenses to which I referred before.

The gypsy operator does not have to worry how, and through what means, and in what equipment the gypsy gets there. All he is concerned with is the percentage of revenue which he is bound to collect.

### **Collects Percentage**

The gypsy operator may say, and it has been said, "Well, if you want to be a sucker, go ahead. You do business your way and we'll do business our way." Fine. Maybe what will happen is that we'll all be doing business that way.

If these gypsy operations are permitted to continue, eventually, every present legitimate operator will have to resort to the same practice in order to survive. He will either sell his present equipment to owner-operators or, gradually, as he is required to make replacements, resort to gypsies to carry freight.

If and when this happens, not only will the motor carrier industry

suffer, but the entire economy of the Nation. There can then be no dependable, sound every-day motor transportation of property.

In my opinion, the Commission not only has the power but the duty to regulate gypsy operations. If it fails to do so, it cannot carry out the mandate of Congress to foster sound, economic conditions in transportation.

I can't see how the industry could police itself and I guess everybody knows that the Commission has neither the staff nor the money to enforce the complex control which the leasing committee endeavors to set up.

### **Serious Danger**

In my opinion, there is no other single danger which more seriously imperils the growth and development of motor transportation than gypsy operations. For that reason each one of us who has a stake in the industry should study the problem carefully, and in addition to thinking of our immediate self-interest, think of the general good which is involved.

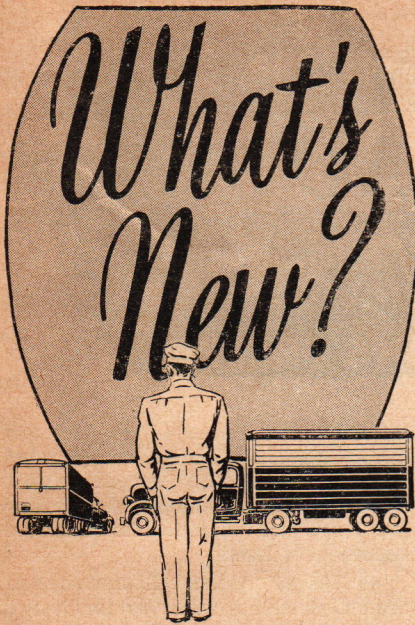
## **All-Teamster Fleet Wins Safety Award**

First place in the sixth annual Wisconsin truck and bus fleet safety contest (general industrial division) for 1948 was won by the Nash-Kelvinator Corp., all of whose drivers are members of Local No. 95, Kenosha, Wis.

The Nash fleet carries automobile bodies from Milwaukee to assembly lines in Kenosha. Around 60 Teamsters man the fleet.

Safety record of the fleet consists of over two million miles of safe operation. The safety division of the state motor vehicle department disclosed that 3,570 vehicles comprised the fleets entered in the 1948 contest. The vehicles traveled a total of 75,000,000 miles with an accident rate of less than two per 100,000 miles.





## Signal Gauge Tells When Oil Gets Low

This new oil level indicator not only tells the driver how low his oil is, but how much. A signal light glows amber when the oil level is one quart low, shines red when two quarts shy.

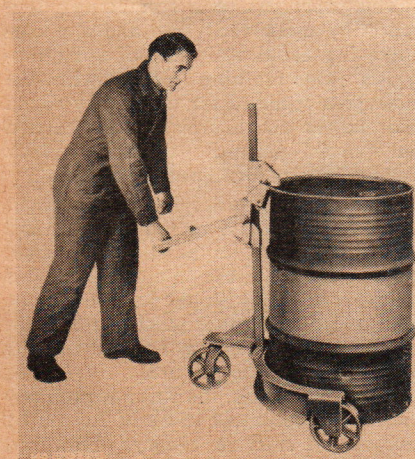
The manufacturer claims the device is easily installed, accurate, and will operate anywhere under any weather conditions.

A set of instructions is included with each sale.



## New Carrier Eliminates Exertion, Strain Injuries

Eliminating manual exertion entirely from the handling of drums and barrels, an improved three-wheeled carrier is asserted to have likewise eliminated worker injuries such as back strain, hernia, burns, crushed hands and feet.



The wheel-about implement is specifically designed to lift, transport and re-

lease any size or type of steel drum, wood barrel or cylindrical fibre container. One series now available is designed for loads up to 850 pounds in 50- to 60-gallon sizes.

The "drumobile" is declared to possess many advantages in addition to safe and speedy handling. Unique among carrying vehicles, it picks up the container, carries it in a level, upright position and deposits it gently without being touched by the hands and without tilting. Thus, open containers may be carried without risk of spilling, even when brim-full.



## Gadget Warns Driver Hand Brake Is Set

A signal light which flashes a red warning if the hand brake is set when the ignition is turned on will be a boon to forgetful drivers.

The brake-saving device is easily installed, according to the manufacturer, requiring only a screwdriver and a pair of pliers. It is made to fit all cars, trucks and airplanes. The ornamental jewel light—visible even in sunlight—may be set flush into the instrument panel at a location convenient to see or may be clamped to the panel edge.

The gadget consists of jeweled light, chain, wire, clamp and switch.



## Sturdy Features Claimed For New Undercoater

Odorless and non-toxic, a new truck underbody protective coating and sound deadener is material with an asphalt base combined with a heavy, non-abrasive filler and fast-drying solvent. The maker claims the product has good sprayability characteristics, atomizes freely and may be applied under low air pressure with ordinary spray equipment.

The manufacturer also says the undercoater will not peel, crack, chip or blister under impact, vibration and temperature changes. Repeated washings do not impair the material's effectiveness, the company adds.



## Claim Better Traction For New Truck Chains

A newly-developed dual bar-reinforced triple truck chain is so designed that at least three of the staggered cross chains grip the road at all times. According to the manufacturer, this feature improves traction and provides more mileage with less replacements.

The third—or middle—chain keeps the chain close to the tire to provide better balance and wear.

*Names of makers of the products described on this page may be obtained by writing New Products, THE INTERNATIONAL TEAMSTER, 810 Rhode Island Avenue, N. E., Washington 18, D. C. In making inquiries, correspondents should specify items in which they are interested.*

## Non-Skid Platform Fits Any Ladder Rung

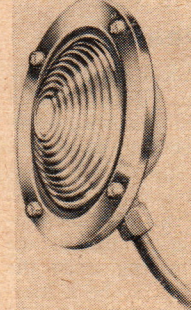
A protective feature against falls from ladders is claimed for a newly-developed step with a non-skid tread which can be attached to any standard ladder rung.

The manufacturer says the device gives stable footing at any height. The platform is adjustable for ladder inclination.



## Clearance Lamp Features Safety Copper Conduit

Provision for application of a copper-tubing conduit is a feature of a new recessed-type clearance marker lamp.



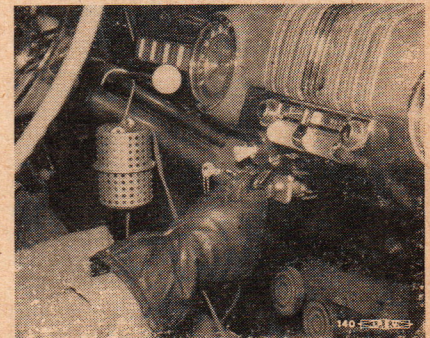
Such a conduit protects the electric wire so that it will not become exposed as it would if constantly rubbing against other metal on the truck. Therefore, it eliminates the chance of sparks from short circuits igniting gas vapors on gasoline trucks.

The new lamp is in chromium finish, with flush mounting.



## Device for Battery Starts Car Readily

A portable device which maintains automobile battery efficiency during cold weather for fast starting, has been announced.



Designed for overnight use during winter months, the vitalizer maintains chemical activity within the battery to keep its starting power at summertime efficiency, no matter how low the temperature. Batteries, which ordinarily lose as much as 50 per cent of their capacity during extremely cold weather, are thereby kept fully energized.

Equipped with a hook for hanging it from the steering wheel, the vitalizer comes with two leads, one of which plugs into the dashboard cigar-lighter receptacle.

The unit can be stored in an automobile glove compartment.





## Emotional Upsets Can Cause Traffic Deaths

The Mobile, Ala., *Labor Journal* editorially suggests that many highway accidents are the results of disturbed emotions. "We stub a toe getting out of bed, cut ourselves shaving, slip on the soap, growl at the coffee and snarl at the wife. Then we slam into the car, race the motor, strip the gears, graze the garage doors and are off in a fog from the flooded carburetor. We may be a four-star driver on other days but today we're a menace to all and sundry and a natural for a bad accident."

"Driving is a full-time job. It demands not only automatic skills, but alertness and plenty of emotional control. With thousands more cars on the roads than ever before, deaths and injuries will increase proportionately unless motorists will take the trouble to discipline their emotions in the cause of safe driving."



## Canadian Solons Move To Avert Auto Deaths

The Montreal, Canada, *Gazette*, praised as "a constructive and encouraging step in the right direction" the bill under consideration in the legislature to provide a close check on dangerous drivers. The bill will call primarily for mandatory suspension of drivers' licenses for serious violations of traffic laws and a modified version of a financial responsibility law.

However, the editorial warned that "just as much as do present laws, the new law will require full, efficient and impartial enforcement, free of evasions gained by political influence or other considerations."



## Solons' Small Salaries Are Noted by the LLPE

The Port Huron, Mich., *Labor News* applauds the LLPE for focusing public attention on the starvation wages paid state legislators.

"A man or woman has always had to be independently wealthy in order to accept election to a state legislature, or he

or she has had to be on somebody's payroll. In its report on state legislatures to the recent AFL Executive Council meeting, the LLPE recalled that once in Wisconsin some Socialist union members passed the hat to help a liberal member of the Wisconsin Legislature.

"The daily newspapers seized on this report as the basis for the charge that the AFL was planning to subsidize state legislators.

"We congratulate the LLPE for focusing public attention on the need for every state to pay its legislators a living wage so they won't need subsidies from labor—or from employer corporations."



## Business Paper Favors A Briefer Working Week

*The Journal of Commerce* says a shortening of the work week, within limits, is favorable to the economy and should be the practice of management in the event a decrease in the working force is required.

After pointing out that the work week has continued to decrease in the past year, the editorial said, in favor of shortening:

"There will be less pressure for large-scale public works and other types of government intervention in the economy. This policy will help to sustain purchasing power, . . . since employed workers average much higher incomes than recipients of unemployment benefits.

"It should be recognized that (shortening) can prove costly to industry. The less efficient workers . . . are kept on the payrolls under a spread-the-work policy. In many cases, shortening of the work week results in less efficient operation than retention of a full work week with a smaller working force.

"Labor should recognize, therefore, that the prevalent spread-the-work policy will involve material sacrifice to industry."



## A. F. of L. Praised by N. Y. 'Times' Editorial

The determination of the United Nations to direct the spotlight of public

inquiry into the matter of the slave systems now in effect in the countries behind the Iron Curtain brought plaudits from the editorial columns of *The New York Times* and praise for the American Federation of Labor.

The United Nations Economic and Social Council has taken up the matter against the opposition of the Russian-dominated bloc and has instructed the International Labor Organization to make a thorough-going investigation of the slave camps.

*The Times* regretted that the investigation would not be complete unless Russia admitted a UN commission to study the situation, which is highly improbable. "But a refusal would in itself be an eloquent confession of guilt," stated *The Times*. The newspaper gave full credit to the A. F. of L. for the investigation it made on the basis of former camp inmates' statements "which formed the basis of the United Nations debate."



## Employ New Method To Fight Scabbing

A new and effective method of discouraging scabbing was recently introduced in the Chicago Typographical Union's strike against *The Chicago Tribune* and praised by the *Fox Valley Labor News* of Aurora, Ill.

The paper has been continuing publication by using varitypists and a photo-engraving technique instead of using linotypists. One morning recently, when the varitypists reported for work, they found their names and addresses being carried on strikers' placards, along with Jack London's epic "Definition of a Scab."

Many of the varitypists quit outright and others reported themselves sick and failed to report for work. One man, seeing his wife's name on a placard, asked the pickets if they would remove it if he went in the newspaper plant and brought her out. They agreed; he did, and the name came off the placard.

After 15 months, the strike is probably the longest continual strike of its size by any skilled craft in history. However, the union's strike against the Donnelly Printing Co., begun in 1905, has never been officially terminated.



# Goose? or Nest?

## WHICH WILL YOU HAVE ?

**For some reason**, the goose egg stands for zero . . . nothing.

The nest egg, however, stands for a tidy sum of money, set aside for your own or your children's future.

It's hardly necessary to ask you which you'd prefer.

But it *is* necessary to ask *yourself* what you are doing to make sure you *don't* end up with a goose egg instead of a nest egg ten years from now.

The simple, easy, and obvious thing to do is to buy U. S. Savings Bonds.

Buy them regularly, automatically, on a

plan that pays for them out of the month-to-month income you make today.

Millions of Americans have adopted this practically painless way to save up a nice nest egg for the needs and wants of the future.

In 10 years they get back \$40 for every \$30 invested in U. S. Savings Bonds—bonds as safe and solid as the Statue of Liberty.

There's a special Savings Bond Plan for *you*. Ask your employer or banker about it today . . . *and get started now*.


You'll soon realize that buying U. S. Savings Bonds *regularly* is one of the most important and comforting things you ever did!

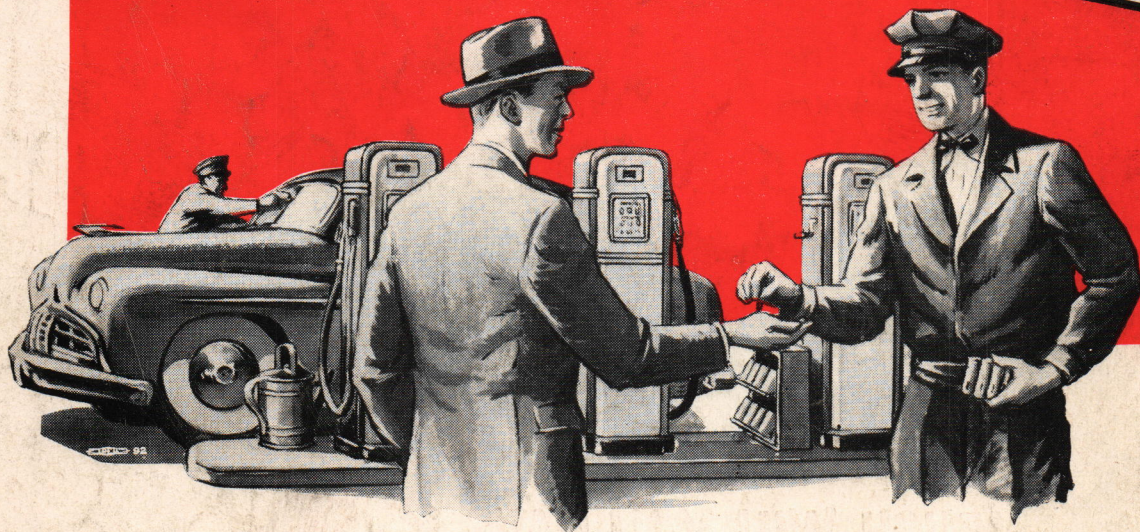
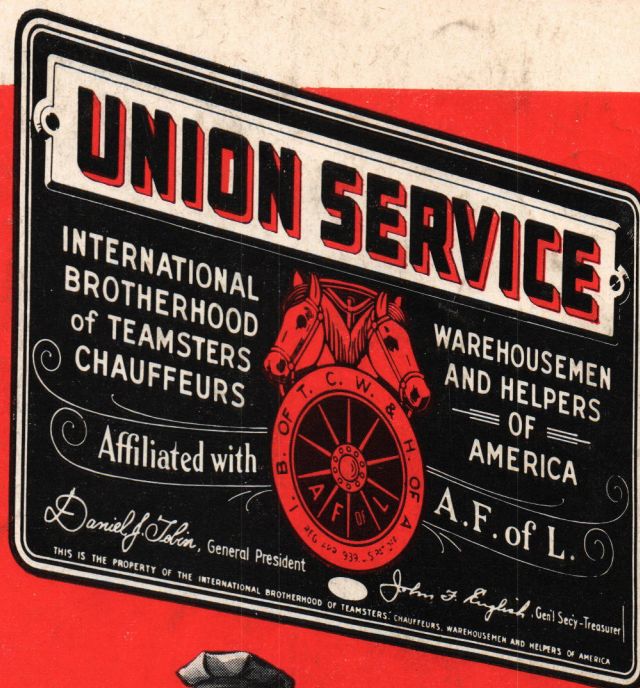
## Automatic saving is sure saving — U.S. Savings Bonds



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Here's Your   
BUY WORD



Refuse to Patronize  
Non-Union Service Stations

Spend your wages  
*the union way*